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CAUT ACPPU
BULLETIN

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Part-Timers Join New Bargaining Unit at Algoma

ALGOMA'S part-time faculty and sessional instructors have voted unanimously to join the Algoma University College Faculty Association as a separate bargaining unit.

Karl Jirgens, president of AUCFA, said the association was heartened by the solid recognition it received from the part-time and sessional staff.

"The unanimous vote in our favour was a very encouraging confirmation," Jirgens said.

The Ontario Labour Relations Board held a certification vote on March 20, just days after the faculty association signed up more than 95 per cent of the university's part-time instructors.

Jirgens credits the campaign's success to the organizing committee, led by Ed Sadowski, a part-time faculty member at Algoma.

"We signed up our part-time colleagues in a short period of time," Jirgens said. "A lot of people worked hard to make this happen."

He says the addition of contract academic staff to the faculty union will benefit all union members.

"With a variety of members, we'll be stronger as a union," he said.

The association and the university are still finalizing the definition of the bargaining unit, and the potential inclusion of English as a Second Language and writing instructors. ■

Version française à la page A2

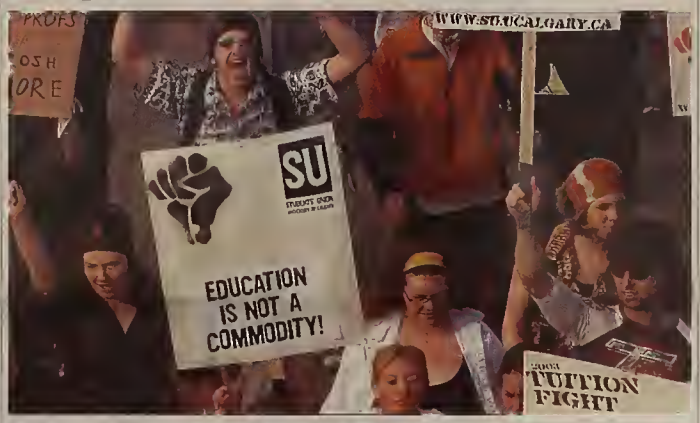
Les droits de scolarité freinent l'accès aux études

UN sondage que l'ACPPU a rendu public ce mois-ci laisse clairement entendre que la population canadienne s'inquiète que la hausse des droits de scolarité empêche des finissants qualifiés du secondaire de poursuivre des études collégiales ou universitaires.

D'après les résultats du sondage, plus de sept personnes sur dix sont d'accord

Voir L'ACCÈS à la page A4 ☞

Most Canadians Say High Fees Block Access



March 20 — University of Calgary students march in protest against proposed tuition fee increases.

A POLL released this month by CAUT strongly suggests Canadians are worried that rising tuition fees are preventing qualified high school graduates from getting a university or college education.

The poll reports that more than seven out of 10 Canadians either agree or strongly agree that the rising cost of a post-secondary education is creating an insurmountable financial barrier for many young people.

CAUT president Victor Catano said the survey highlights growing public concerns about the accessibility of Canada's colleges and universities.

"I believe the concerns we're seeing expressed in the survey clearly reflect the real experiences of many Canadian families who are struggling to save and pay for their children's education," Catano said. "This is an issue that politicians are going to have to recognize more and more."

The latest Decima Research survey results, from a poll conducted March 13–23, indicate that while 70 per cent of Canadians believe post-secondary education is more important than ever, 67 per cent also believe it is more difficult for young families today to pay for their children's university or college education.

Twenty-eight per cent of Canadians surveyed blame the federal government for the rapid tuition increases of the past 10 years, while 27 per cent point the finger at university and college administrators. About one in five said their provincial government is most responsible for the fee hikes.

Health care dominates Canadians' list of concerns, with nearly 80 per cent of respondents saying the federal government should make it a high priority over the next five years. Preserving the environment and improving the accessibility and the quality of post-secondary education were identified as the second and third most important priorities for Ottawa.

Fewer Canadians chose tax cuts, debt reduction, the war on terrorism or free trade negotiations as high priorities.

"Overall, Canadians feel that governments should be focussing on broadly defined social issues like health care, the environment, education and poverty," Catano said. "There's less support for putting a high priority on fiscal or security issues."

Decima Research also asked Canadians how the federal government could ensure that all qualified students were free to pursue a post-secondary education.

Thirty-one per cent said Ottawa should increase funding for universities and colleges, and 28 per cent said the federal government should provide grants to needy students. There was less support for increasing student loan limits (12.5 per cent),

See HIGH FEES Page A9 ☞

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LETTERS COURRIER

Palestinian Schools Closed 'Legally'

In the message from the president in the February edition of the Bulletin "CAUT Issues Statement on Closure of Palestinian Universities," Victor Catano speaks of the "punitive closures of schools ... as reprisal for terrorist incidents elsewhere."

This is far from the truth. I assume you do not expect suicide bombings to actually occur at the Hebron universities, but that is the only possible inference one can draw. But first you should know something about the history. I quote from www.mfa.gov.il/mfa/go.asp?MFAH0bzo0:

"There are presently six universities in Judea/Samaria and Gaza, and over 20 community colleges. All of them were established during the period of Israeli administration (after 1967) and with Israel's permission. Until 1967 the Jordanian authorities restricted higher education and, in fact, the establishment of universities was forbidden."

Israel claims the suicide bombers are recruited at these campuses, i.e., they have been in the forefront of the Intifada, serving as centres of incitement and violence. The closure is upheld by the courts, i.e., by law. Israel, as the only democracy in the area, is run by the rule of law rather than terrorists and their violence.

What would you have the Canadian government do in a similar situation?

HENRY WOLKOWICZ
Mathematics
University of Waterloo

Associate Rank Redundant

Thanks to professor John Jeffries Martin for articulating what many of us knew all along – that the academic rank of associate professor is redundant and should be abolished (Commentary, Bulletin, March 2003).

While probationary untenured status is undoubtedly justified, there is no justification for the existence of two levels of tenure. In each case promotion requires significant input from many faculty members. The multi-stage structure of promotion committees (department, faculty and senate level), preparation and reviewing promotional dossiers, requesting and writing recommendation letters all takes time and energy from many busy and highly productive people.

Furthermore, in those cases in which the hierarchies have some justification, they exhibit pyramidal structure – the higher the rank, the less numerous its members. In churches there are fewer bishops than priests, in armies fewer generals than other officers. But curiously, in academia this pyramidal structure has become inverted with most departments having a majority of full professors. Thus, those who are not promoted to the full rank during the normal time frame often experience the stigma of inferiority.

Also, in historically justifiable hierarchies the functions and duties of different ranks differ. In academia they do not. All professors have, in essence, the same professional and teaching responsibilities and their seniority can be duly accounted through a system of annual salary reviews.

The associate professor rank is an archaic oddity with no real function. It should be abolished through an automatic default promotion of all tenured associate professors to the full professor rank. This can be done through decisive action by university senates.

ALEXANDER A. BEREZIN
Engineering Physics
McMaster University

Ontario Gives Too Little, Too Late

In a highly controversial setting, Ontario's Progressive Conservative government delivered a pre-election budget on March 27.

Refusing to reconvene the legislature, Premier Ernie Eves arranged for the budget to be presented at a Brampton auto parts plant owned by a major Tory Party supporter, before an audience carefully selected by the government.

Breaking commonwealth parliamentary tradition and despite the Speaker of the Legislature calling the action unconstitutional, Finance Minister Janet Ecker delivered a budget that reinstated Mike Harris's promised tax cuts and earmarked more money for health and education.

The Ontario Confederation of University Faculty Associations said the level of funding the budget is providing for post-secondary institutions is too little, too late.

"Regardless of whether this document is the Conservative Party's election platform, or the Ontario Government's budget, it doesn't adequately equip universities to provide a quality education for students that will be coming into the system this fall," said Henry Jacek, president of the confederation.

He did note two improvements: the Quality Assurance Fund will roll money into the base operating grant rather than into targeted funds, as in previous years, and a multi-year funding commitment will provide an opportunity for universities to go through a necessary renewal process.

Nevertheless, Jacek said, "the government, for its own reasons, decided to withhold the level of funding [for universities] that was required."

Joel Duff, Ontario chairperson of the Canadian Federation of Students, criticized the government's failure to address the growing inaccessibility of Ontario's universities and colleges.

"This government has made college and university unaffordable for many families and yet their budget makes no commitment to restoring access by curbing fee hikes," he said.

While the government promised more money for elementary and secondary schools, parent groups said the budget failed to provide the level of funding needed, and that most of the funding had been previously announced.

Ecker said there would be a $1.9 billion increase in health care spending, and blasted the federal government for what she says is an inadequate commitment to health care.

But, Sid Ryan, president of CUPE Ontario, said the government's proposed spending for health care next year is less than the increase it is receiving from the federal government. ■

Les universitaires contractuels de l'Algoma University College sont accrédités

Les professeurs à temps partiel et les chargés de cours ont voté à l'unanimité l'adhésion à l'Algoma University College Faculty Association à titre d'unité de négociation distincte.

Karl Jirgens, président de l'AUCFA, a déclaré que l'association se réjouissait de la ferme reconnaissance qu'elle a reçue de la part des professeurs à temps partiel et des chargés de cours.

« Le vote unanime en notre faveur représente une confirmation très encourageante », a affirmé M. Jirgens.

La Commission des relations de travail de l'Ontario a tenu un vote d'accréditation le 20 mars, seulement quelques jours après que l'association eut fait signer plus de 95 p. 100 des professeurs à temps partiel de l'université.

M. Jirgens attribue le succès de la campagne au comité organisateur, dirigé par Ed Sadowski, un professeur à temps partiel du collège universitaire Algoma.

« Nous avons fait signer nos collègues à temps partiel en peu de temps », a ajouté M. Jirgens. « Beaucoup de personnes ont travaillé fort pour y parvenir. »

Il estime que l'inclusion des universitaires contractuels au syndicat des professeurs profitera à tous les membres du syndicat.

« Avec une diversité de membres, notre syndicat sera plus fort », a-t-il ajouté.

L'association et l'université sont en train de finaliser la définition de l'unité de négociation et l'inclusion possible des professeurs d'anglais langue seconde et de rédaction. ■

English on page A1.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Tenure Protects Academic Freedom, Essential to Democratic Society

By VICTOR CATANO

THE other evening I was at a dinner with a group of academics and non-academic professionals when the subject turned to tenure. I wasn't surprised by the opposition to tenure expressed by the non-academics, as there is always some resentment that any one group should enjoy particular protection. I was, however, caught off guard by a few of the academics who professed to see no value in tenure and saw it simply as protection for some of their colleagues who they thought should be fired for incompetence or lack of productivity. They saw tenure as making it difficult to get rid of these people. Tenure is something we seem to have taken for granted and have lost sight of its purpose and value. While tenure does afford job security, it goes beyond that in providing the protection that academics need to play their role in the university and in society.

Before tenure, academics were frequently fired for expressing views critical of their government or university, or views that challenged conventional thinking and scholarly orthodoxy. Tenure is the foundation on which academic freedom rests. Without it, academic staff would likely be fired for saying or doing unpopular things in their writing, research and community activities. In publicly funded institutions, such as universities, it is not unusual for government officials or private donors to attempt to pressure university administrators to discipline academics who express contrarian views. Recall the pressure placed on the University of British Columbia to fire Sunera Thobani after comments she made about the 9/11 tragedies.

Times of national tragedy and times of war place inordinate pressure on individuals to conform to what is perceived by the majority as the "national interest." Free intellectual inquiry becomes hostage to legislation, threats of intimidation and pressure from the mass, corporate media. We heard many examples of this at last year's CAUT conference on "Disciplining Dissent." Academics are supposed to promote public debate, to conduct scholarly research, to explore different perspectives and to teach our students to think freely and critically. How can this happen if academics themselves must adhere to the party line or if they fear their words and actions are being monitored for lapses of orthodoxy?

In the U.S., university administrators are under pressure to fire faculty members who take unpopular stands. Organizations such as Campus Watch and the American Council of Trustees and Alumni publish lists of academics they single out for being "disloyal" or critical of U.S. foreign policy.

Tenure is the foundation on which academic freedom rests.

Conservative commentators in the U.S. media regularly call for the censorship of faculty dissent and equate criticism of the U.S. government's actions with being "unpatriotic." But perhaps they are just following the spirit of the new U.S. Patriot Act that allows federal agencies to obtain a person's library or book-buying records without informing individuals that they are under surveillance. Big Brother is indeed watching.

The Canadian government has introduced a third attempt at producing anti-terrorism legislation. Bill C-17 would give bureaucrats the right to invade individual privacy in the name of security without the individual's consent or knowledge and to use that information for many purposes. It would also give agencies such as CSIS and the RCMP the right to monitor massive amounts of personal data.

My dinner companions argued that it is too difficult to fire tenured professors. Tenure does not prevent firing -- it simply requires that there be "just cause" for the employer's action. This is no different from other work environments governed by contractual relationships. Take a look at what happens when a university does make it easier to fire a tenured professor. Recently, the board of trustees at the University of South Florida created a new definition of "misconduct," which they defined as any behavior the university deems "detrimental to the best interests of the university." This definition is so broad it can apply to anything administrators want it to. Under this definition, USF could fire a faculty member for bringing it into disrepute by making controversial statements or criticizing the administration.

The independent, critical role that tenure allows academics to play in society is under attack by those interests who see tenure as a threat to the status quo of entrenched interests. Tenure's role in protecting academic freedom allows academics to speak out freely on issues such as drug safety, the environment, child poverty and the political situation in the Middle East.

Taking away tenure, or making it easier to fire tenured academics, is a threat against democracy, itself. Academic freedom – the freedom to question, to uncover facts, to speak out independently without fear -- is an essential component of our democratic society. It remains of critical importance, especially in a time of war. If tenure is taken away, be prepared to be silenced. ■

LE MOT DU PRÉSIDENT

La permanence protège la liberté universitaire et la démocratie

Par VICTOR CATANO

UN soir, je dînais en compagnie d'universitaires et de professionnels non universitaires lorsque la conversation a porté sur la permanence. L'opposition à la permanence exprimée par les non-universitaires ne m'a nullement surpris puisque l'idée qu'un groupe jouisse d'une protection particulière suscite toujours du ressentiment. Or, j'ai été pris au dépourvu lorsque quelques-uns des universitaires ont déclaré que la permanence n'avait aucune valeur à leurs yeux puisqu'elle servait simplement à protéger certains de leurs collègues qui, d'après eux, devraient être congédiés en raison de leur incompétence et de leur improductivité. Ils estimaient qu'il était difficile de se départir de ces gens à cause de la permanence. Il semble que nous avons considéré la permanence comme allant de soi et que nous avons perdu de vue son but et sa valeur. La permanence apporte la sécurité d'emploi, certes, mais elle est plus que cela, car elle offre la protection dont les universitaires ont besoin pour jouer le rôle qui leur revient à l'université et dans la société.

Avant l'existence de la permanence, les universitaires étaient souvent congédiés parce qu'ils avaient critiqué leur gouvernement ou leur université, ou parce qu'ils avaient exprimé des opinions contestant la pensée classique et l'orthodoxie savante. La permanence est le fondement sur lequel repose la liberté universitaire. Sans cette protection, les universitaires seraient probablement congédiés pour avoir fait des déclarations ou posé des gestes impopulaires dans leurs écrits, leurs recherches et leurs activités communautaires. Dans le cas des établissements financés par les deniers publics, entre autres les universités, il n'est pas inhabituel que de hauts fonctionnaires du gouvernement ou des donateurs du secteur privé tentent de convaincre des administrateurs d'imposer des mesures disciplinaires à des universitaires qui ont exprimé des opinions contraires. Rappelez-vous les pressions exercées sur l'Université de la Colombie-Britannique pour qu'elle congédie Sunera Thobani après les commentaires qu'elle avait faits sur la tragédie du 11 septembre.

En temps de guerre et de tragédie nationale, des pressions excessives s'exercent sur les gens pour qu'ils se conforment à ce que la majorité perçoit comme « l'intérêt national ». La recherche intellectuelle libre devient l'otage des lois, essuie des menaces d'intimidation et subit des pressions de la masse, des médias d'affaires. Nous en avons entendu de nombreux exemples l'an dernier, lors de la conférence de l'ACPPU sur la dissidence. Les universitaires sont censés promouvoir le débat public, mener des recherches scientifiques, explorer différentes perspectives et enseigner à nos étudiants et étudiantes à penser librement, dans un esprit critique. Comment peuvent-ils réaliser ces objectifs s'ils doivent eux-mêmes respecter les consignes ou s'ils craignent que leurs paroles ou leurs actions soient surveillées parce qu'ils manquent d'orthodoxie?

Aux États-Unis, les administrateurs universitaires sont pressés de *toutes parts pour congédier des* membres du corps professoral qui prennent des positions impopulaires. Des organismes tels Campus Watch et American Council of Trustees and Alumni publient des listes d'universitaires considérés comme « déloyaux » ou qui critiquent la politique étrangère américaine.

Des commentateurs conservateurs dans les médias américains demandent régulièrement de censurer la dissidence parmi les universitaires et qualifient les critiques à l'égard des actions du gouvernement d'antipatriotiques. Ils ne font peut-être que respecter l'esprit de la nouvelle U.S. Patriot Act qui permet aux organismes fédéraux d'obtenir le dossier de bibliothèque ou d'achats de livres d'une personne sans l'informer qu'elle fait l'objet d'une surveillance. L'expression « Big Brother is watching » s'avère fondée.

Le gouvernement canadien a tenté une troisième fois de présenter une loi antiterroriste. Au nom de la sécurité, le projet de loi C-17 accordera aux bureaucrates le droit de s'immiscer dans la vie privée d'une personne sans son consentement ou à son insu et d'utiliser les renseignements personnels ainsi obtenus à des fins multiples. Il permettra également aux organismes comme le SRSC et la GRC de surveiller d'immenses quantités de données personnelles.

À ce dîner, mes compagnes et compagnons ont soutenu qu'il était trop difficile de congédier des professeurs permanents. La permanence n'empêche pas le congédiement; elle exige seulement que la décision de l'employeur soit motivée. Rien de cela ne

Voir LA PERMANENCE à la page A4 ☞

HOMEWORK!

My Three Sons

My friend came to my house. "Your sons must be growing up," he remarked.

"Yes," I said, "the product of their ages is 72."

"That's not very informative; tell me more."

"Well, the sum of their ages is my house number."

"That is still not enough."

I replied thoughtfully, "you are right. The oldest one looks a lot like his mother."

Whereupon, he was able to deduce what the three ages (all whole numbers) were.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A6.

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ACTUALITÉS

Les droits de scolarité freinent l'accès aux études

☞ Suite de la PAGE A1

ou fortement d'accord que l'augmentation du coût des études postsecondaires représente pour nombre de jeunes un obstacle financier insurmontable.

Victor Catano, président de l'ACPPU, estime que le sondage met en évidence les préoccupations grandissantes de la population à l'égard de l'accessibilité des collèges et des universités du Canada.

« Je crois que les préoccupations qui s'expriment dans le sondage sont le net reflet de l'expérience réelle de nombreuses familles canadiennes qui ne ménagent pas les efforts pour économiser afin de payer les études de leurs enfants », a déclaré M. Catano. « La classe politique devra de plus en plus reconnaître ce problème. »

Les résultats du dernier sondage du Centre de recherche Décima, mené du 13 au 23 mars, révèlent que 70 p. 100 de la population croient que les études postsecondaires sont plus importantes que jamais. Toutefois, 67 p. 100 estiment également qu'il est plus difficile pour les jeunes familles d'aujourd'hui de payer des études collégiales ou universitaires à leurs enfants.

Des personnes sondées, 28 p. 100 blâment le gouvernement fédéral pour les hausses rapides des droits de scolarité depuis dix ans, alors que 27 p. 100 en font le reproche aux administrateurs des collèges et des universités. Environ une personne sur cinq déclare que le gouvernement provincial est le responsable des augmentations.

Les soins de santé dominent la liste de préoccupations de la population canadienne. En effet, 80 p. 100 des personnes sondées sont d'avis que le gouvernement fédéral devrait accorder à la santé une grande priorité au cours des cinq prochaines années. La protection de l'environnement et l'amélioration de l'accessibilité et de la qualité de l'enseignement postsecondaire arrivent en deuxième et troisième places parmi les priorités les plus importantes dont devrait s'occuper le fédéral.

Parmi les personnes sondées, peu ont choisi la réduction des impôts, la diminution de la dette, la lutte au terrorisme ou les négociations du libre-échange au nombre des grandes priorités.

« Dans l'ensemble, la population canadienne estime que les gouvernements devraient se concentrer sur des questions sociales largement définies comme la santé, l'environnement, l'éducation et la pauvreté », a affirmé Victor Catano. « Les questions fiscales ou de sécurité reçoivent moins d'appui pour ce qui est de leur accorder une grande priorité. »

Le Centre de recherche Décima a également demandé aux personnes de l'échantillon comment elles croyaient que le gouvernement fédéral pouvait garantir que tous les étudiants qualifiés soient libres de poursuivre des études postsecondaires.

L'augmentation du coût des études est un obstacle insurmontable.

Du nombre, 33 p. 100 ont déclaré que le fédéral devrait augmenter le financement des universités et des collèges et 28 p. 100 ont estimé qu'il devrait fournir des bourses aux étudiants moins nantis. Le relèvement du plafond des prêts d'études (12,5 p. 100), les allègements fiscaux pour les étudiants (10 p. 100) ou les bourses d'études fondées sur le mérite (10 p. 100) ont reçu moins d'appui.

« Fait intéressant à souligner, les choix politiques les moins favorisés par la population sont précisément ceux que le gouvernement fédéral a cherché énergiquement à réaliser le plus au cours des dernières années », a mentionné M. Catano. ■

Les résultats du sondage Décima se fondent sur un sondage téléphonique effectué auprès de 2 000 adultes à la grandeur du pays et sont considérés comme exacts 19 fois sur 20, avec une marge d'erreur de ± 2 p. 100.

La permanence protège

☞ Suite de la PAGE A3

diffère d'autres milieux de travail régis par des relations contractuelles. Regardons de plus près ce qui arrive lorsqu'une université facilite le congédiement d'un professeur. Récemment, le conseil d'administration de l'University of South Florida a donné une nouvelle définition au mot « inconduite » en l'appliquant à tout comportement qui, selon l'université, nuit à ses meilleurs intérêts. Cette définition est tellement large que les administrateurs peuvent l'invoquer pour n'importe quoi. L'université pourrait ainsi congédier un membre du corps professoral qui l'a fait tomber dans le discrédit en faisant des déclarations controversées ou en critiquant l'administration.

Le rôle critique et indépendant que la permanence autorise les universitaires à jouer dans la société est attaqué par ceux qui voient en elle une menace au statu quo d'intérêts bien ancrés. Le rôle de la permanence, qui est de protéger la liberté universitaire, permet aux universitaires de s'exprimer librement sur des questions comme l'innocuité des médicaments, l'environnement, la pauvreté des enfants et la situation politique au Moyen-Orient.

En supprimant la permanence, ou en facilitant le congédiement des universitaires permanents, on menace la démocratie elle-même. La liberté universitaire, soit la liberté de s'interroger, de découvrir des faits, de s'exprimer de manière indépendante, sans crainte, est un élément essentiel de notre société démocratique. Elle demeure d'une importance cruciale, surtout en temps de guerre. Si la permanence est supprimée, attendez-vous à être muselés. ■

Egyptian Court Acquits Prof. Saad Eddin Ibrahim

A COURT in Egypt has acquitted a prominent university professor of a series of charges, in a ruling campaigners for democracy and human rights issues are hailing as a victory.

The Court of Cassation returned a verdict of not guilty in March on all charges against Egyptian-American professor Saad Eddin Ibrahim.

Ibrahim, an internationally renowned sociologist, and head of a Cairo-based professional research organization, was first arrested in 2000. He was tried and convicted in state security court, and sentenced to a seven-year prison term in May 2001. The court of cassation overturned the conviction in Feb. 2002 and ordered a retrial. The case was retried in state security court and Ibrahim was convicted in July 2002 for the second time.

Now, the acquittal ends a case that raised a chorus of concern around the world. According to Amnesty International, which adopted Ibrahim as a prisoner of conscience, and Human Rights Watch, the charges against Ibrahim were "politically motivated" and symptomatic of the larger issue of democratic development in Egypt.

"The conviction sent shock waves through the community of human rights groups, professional syndicates and other NGOs. If the regime can do this to Saad Eddin Ibrahim – and get away with it – they can do it to anyone," the organizations said.

CAUT wrote a first and then a second letter to Egyptian president Hosni Mubarek urging that Ibrahim be given the right to appeal his case on the substance of the charges and the opportunity for a fair trial.

In a statement following the verdict, Democracy Egypt said, "The state security arrests, trials and convictions were clear attempts by some in Egypt to silence human rights groups and stifle the development of civil society. This decision represents an important victory for the rule of law and protection of human rights in Egypt." ■

Libraries Stuck Between RoweCom, Publishers Recouping Losses

THE financial collapse of a major periodical subscription service earlier this year could cost university and college libraries in Canada and the United States millions of dollars in prepaid subscription orders.

RoweCom Inc., one of the world's largest journal distributors, has closed its Toronto office and has stopped taking customer orders for 2003 subscriptions after filing for bankruptcy protection in late January.

"Due to financial constraints, RoweCom has not been able to place or make payments for the substantial majority of its customers orders for 2003 subscriptions," the company said in a statement.

Libraries in Canada and the U.S. have paid RoweCom an estimated $65 million in advance subscription fees, and many are now coming to grips with the realization that their orders may never be filled.

Some, but not all, publishers have agreed to continue providing journals to RoweCom customers through 2003. Others are still weighing their options.

"We have to figure out if our budget can take the financial hit of publishing the same number of journals for this year even if we don't get reimbursed, and if this will affect libraries' decisions to continue ordering our journals," Eavon Lee Mobley of Ohio State University Press told the Chronicle of Higher Education.

The Canadian Association of Research Libraries said that it is worried that publishers will increase their subscription prices this year in order to recover the losses they will incur as a result of RoweCom's financial problems.

"As customers, we'll be paying even more for periodicals, and many are almost unaffordable as it is," said CARL president Bill Maes.

The U.S. attorney's office and a federal grand jury are investigating what happened to the $65 million in customer payments that are now missing. When RoweCom sought bankruptcy protection, it also filed a lawsuit against its parent company, Divine Inc., alleging that its parent had made "fraudulent" transfers from its operations.

The bankruptcy proceedings and associated litigation will likely last for months, leaving libraries and publishers in financial limbo.

Because of its size and the volume discounts it could offer, RoweCom was often used as the sole subscription agent by many libraries.

Meanwhile, EBSCO Industries Inc., a large competitor, is bidding to acquire RoweCom's European and American operations. As part of the deal, EBSCO is asking publishers to provide uninterrupted delivery of their journals and is requesting that libraries waive their rights to claims in bankruptcy court.

Many libraries have reluctantly agreed to EBSCO's request, angry that nonprofit organizations will have to absorb the fallout from RoweCom's meltdown.

"Libraries and publishers have always, for the most part, operated in a very cooperative environment," said Nicholas Burckel, dean of libraries at Marquette University. "And there's been this assumption that what happened with Enron and WorldCom can't happen to libraries. But clearly it does, and this points to our vulnerability." ■

Newfoundland Budget Reduces Tuition Fees for Undergrads

THE Government of Newfoundland and Labrador brought in what many are describing as a pre-election budget on March 27.

Spending is up and much of the focus was on education.

Finance Minister Joan Marie Aylward promised Memorial University a $13.1 million increase in its sustaining grant to fund a 5 per cent reduction in tuition fees for undergraduate students and to provide additional revenue for operating and infrastructure expenses.

Aylward said the tuition reduction brings total reductions to 25 per cent over the last three years.

She also said tuition rates remain frozen for the Marine Institute, the College of the North Atlantic and Memorial's graduate program and medical school.

Liam Walsh, Newfoundland and Labrador chairperson of the Canadian Federation of Students, said students are angry at the failure of the government to keep its promise to implement reductions for all students.

"Cancelling the tuition fee reduction for graduate students this year is just mean-spirited," Walsh said after the budget was brought down. "An allocation of only $250,000 would provide for a reduction for all graduate students."

Walsh said the budget ignored the heavy burden of fees on graduate students.

"Graduate students have already been subjected to the largest tuition fees in the province's history throughout their undergraduate studies, and they often have the largest student debts. If this is an education budget, it's time for the government to go back to school," he said.

There is a new Student Loan Tax Credit program. A tax credit of up to 20 per cent of the amount paid on the principal portion of a provincial student loan will be available to residents of the province. According to the government, this credit is unique in Canada and is designed to assist students who choose to live and work in the province repay their debt.

But Bill Schipper, president of Memorial University of Newfoundland Faculty Association, cautioned the tax credit would provide less than what one might think.

"During a student's first years after graduation, when they most need help with high student loan repayments, the bulk of payments is mainly interest – just like with a mortgage," Schipper said. "The tax credit only applies to payments against the principal, a very small part of the first years' costs."

He noted the increase to Memorial should allow the administration to fund wage increases to bring academic staff salaries closer in line with their colleagues in the rest of Canada.

"We're in salary negotiations now," Schipper said. "A small portion of the new money would allow the administration to easily meet the fair salary increases we are proposing."

Students in the K–12 system got a reprieve from recommended cuts to student-teacher ratios, along with new library books and computers. The government promised a $12 million investment to retain 218 teaching positions in the new school year, a move Aylward said would ensure the province maintains the best pupil-teacher ratio in Canada. The budget also put almost $7 million into capital construction projects and school maintenance and repairs.

The budget anticipates no public-service layoffs or cuts to social programs.

The only new taxes are on tobacco and liquor. ■

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NEWS ACTUALITÉS

Faculty Ask Human Rights Agency for CRC Program Inquiry

EIGHT faculty members are asking the Canadian Human Rights Commission to conduct a special inquiry into allegations the Canada Research Chairs program discriminates against academics who are members of the protected groups set out in the Canadian Human Rights Act.

The human rights request identifies the CRC program as a federal initiative of Industry Canada, and as such, "the program, the control and distribution of federal funding for this research initiative is subject to the Canadian Human Rights Act," the group said in their Feb. 13 submission.

"The distribution of federal funding through the CRC program therefore must comply with the obligations of the Act. The structure and results of this public service must comply with the Act."

The eight women researchers from universities across the country requested an inquiry instead of filing a formal complaint because of the time, cost and complexity of a systemic discrimination complaint investigation. If the commission refuses to act on their request, the group will file an official complaint under the Canadian Human Rights Act against Industry Canada.

Grounds for Action

Under the Canadian Human Rights Act, it is against the law for any employer or provider of service that falls within federal jurisdiction to make unlawful distinctions based on the following prohibited grounds:

- race
- national or ethnic origin
- colour
- religion
- age
- sex
- marital status
- family status
- mental or physical disability
- pardoned conviction
- sexual orientation

The complainants are: Marjorie Griffin Cohen, Political Science/Women's Studies, Simon Fraser University; Louise Forsyth, Women's and Gender Studies, University of Saskatchewan; Glenis Joyce, Women's Studies in Extension, University of Saskatchewan; Audrey Kobayashi, Geography/Women's Studies, Queen's University; Shree Mulay, director of McGill's Centre for Research and Teaching on Women; Michèle Ollivier, Sociology, University of Ottawa; Susan Prentice, Sociology, University of Manitoba; and, Wendy Robbins, English/Women's Studies, University of New Brunswick.

In 2000, the federal government launched its $900 million five-year CRC program to create 2,000 research chairs in universities across Canada.

Concern over the program's adverse impact on the protected groups first surfaced when it was revealed that only 15 per cent of the chairs in 2001 went to women researchers. CAUT has since learned that, except for gender, the CRC does not retain statistics, nor require recipient universities to retain statistics, on the allotment of chairs to individuals in the groups designated by the Act. ■

The full text of the request to the Canadian Human Rights Commission is available at www.caut.ca/english/issues/equity/crccomplaintletter.asp

Version française à la page A7.

Les réformes fiscales de 2002 qui touchent les particuliers

LE budget du gouvernement fédéral déposé le 10 décembre 2001 a proposé très peu de modifications au régime de l'impôt sur le revenu. Cependant, le 20 décembre 2002, le ministère des Finances a dévoilé un nombre assez important de projets législatifs devant entrer en vigueur pour l'année d'imposition 2002.

Les modifications les plus sensibles sont sans doute les révisions apportées aux politiques fiscales de l'Agence des douanes et du revenu du Canada (ADRC) qui touchent les contribuables pour leur déclaration de 2003.

• L'ADRC a fait marche arrière en ce qui concerne les frais juridiques engagés pour obtenir une ordonnance alimentaire en cas de divorce ou de séparation et qui n'étaient pas déductibles.

• La Cour suprême du Canada a annulé la position de l'ADRC qui est de refuser une perte lorsqu'il n'y a aucun espoir raisonnable de profit (affaire Stewart).

• L'ADRC a modifié sa position quant à la détermination du lieu de résidence, éliminant la présomption selon laquelle une personne n'est plus résidente du Canada si elle s'en absente pendant plus de deux ans.

Le budget fédéral du 18 février 2003 a amené quelques mesures radicales :

• Le plafond annuel des REÉR sera à 14 500 $ en 2003, à 15 500 $ en 2004, à 16 500 $ en 2005 et à 18 000 $ en 2006. Pour 2003 et les années subséquentes, le plafond sera haussé en fonction des augmentations du salaire moyen dans l'industrie.

• Une mise en place progressive, étalée sur une période de quatre ans, du taux d'imposition des petites entreprises dont les revenus s'élèvent jusqu'à 300 000 $ au lieu de 200 000 $.

D'autres modifications, en plus de celles susmentionnées, font partie du Guide de l'impôt de l'ACPPU qu'il est possible de consulter en direct à l'adresse www.caut.ca/francais/publications/impot ou d'obtenir par l'entremise de Louise D'Anjou (danjou@caut.ca). ■

Le guide de 2002 a été révisé par Roy Williams, associé principal chez Rheaume Williams Kalbfleisch, à Ottawa. Bien que l'ACPPU ne puisse payer les consultations ou les conseils fiscaux d'ordre particulier, les membres peuvent toutefois appeler M. Williams au 613-236-4500 (en direct à www.windfall.on.ca) pour lui poser des questions de ce genre et ainsi profiter des tarifs négociés de l'ACPPU.

Income Tax Changes for 2002

THERE were very few income tax changes proposed in the Dec. 10, 2001 federal budget. However, on Dec. 20, 2002, the Department of Finance released a sizable quantity of draft legislation effective for the 2002 taxation year.

The following changes to Canada Customs and Revenue Agency tax policies are among the most significant affecting individual taxpayers in the 2003 filing season:

• CCRA has reversed its policy that the legal expenses of obtaining a maintenance order in divorce or separation agreements are not deductible.

• The Supreme Court of Canada has dismantled the CCRA position of denying a loss where there is no reasonable expectation of profit (Stewart case).

• CCRA has modified its position on residency determinations by eliminating the presumption that one became a nonresident if absent from Canada for more than two years.

Most recently, the Feb. 18, 2003 federal budget introduced some sweeping proposals:

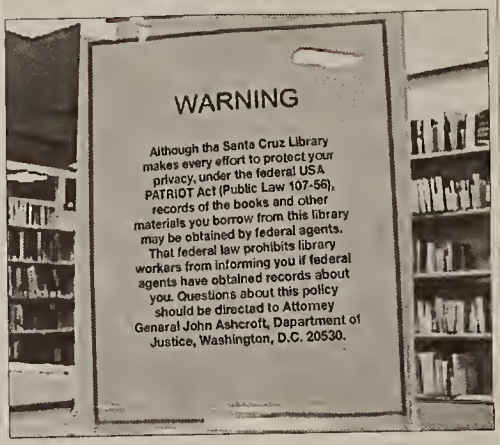
• The RRSP dollar limit will be $14,500 for 2003, $15,500 for 2004, $16,500 for 2005 and $18,000 for 2006. For 2007 and subsequent years the RRSP dollar limit will be increased by increases in the Average Industrial Wage.

• A phase in of the small business income tax rate for income up to $300,000 instead of $200,000 over a period of four years.

These and other changes have been included in CAUT's 2002 Income Tax Guide, available online at www.caut.ca/english/publications/tax or by contacting Louise D'Anjou (danjou@caut.ca). ■

CAUT's 2002 tax guide was edited by Roy Williams, senior partner of Rheaume Williams Kalbfleisch in Ottawa. Although CAUT cannot pay for individual tax counselling or tax advice, individual members with such questions can contact Mr. Williams at 613-236-4500 (online www.windfall.on.ca) and take advantage of CAUT negotiated rates.

Libraries & Bookstores Call for Amendments to U.S. Patriot Act


WARNING
Although the Santa Cruz Library makes every effort to protect your privacy, under the federal USA PATRIOT Act (Public Law 107-56), records of the books and other materials you borrow from this library may be obtained by federal agents. That federal law prohibits library workers from informing you if federal agents have obtained records about you. Questions about this policy should be directed to Attorney General John Ashcroft, Department of Justice, Washington, D.C. 20530.

AN alliance of organizations representing booksellers, librarians, academics and journalists, led by the American Booksellers Foundation for Free Expression welcomed the introduction in March of federal legislation that would remove a threat to the privacy of bookstore customers and library patrons created by the U.S. Patriot Act.

The Patriot Act amended the Foreign Intelligence Surveillance Act to give the FBI vastly expanded authority to search the records of any American, including bookstore and library records.

"While booksellers strongly support efforts to fight terrorism, the Patriot Act gives federal authorities virtually unchecked authority to search our customers' records and raises concern that government is monitoring what people are reading," ABFFE president Chris Finan said. "The Freedom to Read Protection Act will restore faith in the confidentiality of these records without harming national security."

The American Library Association said the Patriot Act is increasing "the likelihood that the activities of library users, including their use of computers to browse the Internet or access e-mail, may be under government surveillance without their knowledge or consent."

Certain provisions of the Patriot Act allow law enforcement officials to obtain lists of books borrowed, secretly monitor electronic communication and prohibit library staff from alerting anyone about what is happening.

The ALA said that, in a library, "the subject of users' interests should not be examined or scrutinized by others." The reality is certain sections of the Patriot Act are a danger to the constitutional rights and privacy rights of library users.

The American Association of University Professors wants the Patriot Act amended and says the freedom to read is fundamental to academic freedom.

"Our members have expressed concerns about the chilling effect of certain provisions of the Patriot Act," said AAUP director of government relations Mark Smith. "The unrestricted power to examine private reading lists of library and bookstore patrons is a particularly egregious example."

The Freedom to Read Protection Act, if enacted by Congress, would return the standards for the FBI to obtain FISA court orders and warrants to investigate library patrons and bookstore customers to the pre-Patriot Act standards. ■

Sign of the Times

Warning: Although the Santa Cruz Library makes every effort to protect your privacy, under the federal USA Patriot Act (Public Law 107-56), records of the books and other materials you borrow from this library may be obtained by federal agents. That federal law prohibits library workers from informing you if federal agents have obtained records about you. Questions about this policy should be directed to Attorney General John Ashcroft, Department of Justice, Washington, DC 20530.

Answer to Homework!

From page A3. Probably the best way to approach this problem is the most direct way. Simply list all the possibilities for the three ages: (1, 1, 72), (1, 2, 36), (1, 3, 24), (1, 4, 18), (1, 6, 12), (1, 8, 9,), (2, 2, 18), (2, 3, 12), (2, 4, 9), (2, 6, 6), (3, 3, 8) and (3, 4, 6). My friend and I both know the house number, so he should be able to figure out the ages, unless there are two possibilities giving the same sum. All the sums are distinct except for 14 = 2 + 6 + 6 = 3 + 3 + 8. So he needs additional information to decide whether the twins are older or younger; this is provided by the last statement, so that the ages of my three sons are 3, 3, 8.

NEWS ACTUALITÉS

Des professeures demandent une enquête spéciale

HUIT professeures demandent à la Commission canadienne des droits de la personne de mener une enquête spéciale sur des allégations voulant que le Programme de chaires de recherches du Canada soit discriminatoire à l'égard des universitaires membres des groupes protégés nommés dans la Loi canadienne sur les droits de la personne.

La plainte en matière de droits de la personne considère le programme comme un projet fédéral du ministère de l'Industrie et, à ce titre, « le programme, la gestion et la répartition des deniers fédéraux destinés à ce projet de recherches relèvent de la Loi canadienne sur les droits de la personne », a soutenu le groupe dans son mémoire du 13 février.

« La répartition des deniers fédéraux par l'entremise du Programme de chaires de recherches doit donc respecter les obligations de la Loi. La structure et les résultats de ce service public doivent donc se conformer à la Loi. »

Les huit chercheures provenant d'universités à la grandeur du pays ont demandé la tenue d'une enquête au lieu de déposer une plainte officielle à cause du temps que l'enquête d'une plainte en matière de discrimination systémique requiert, de son coût et de sa complexité. Si la commission refuse d'acquiescer à sa demande, le groupe déposera une plainte officielle en vertu de la Loi canadienne sur les droits de la personne contre Industrie Canada.

Les plaignantes sont : Marjorie Griffin Cohen, science politique et études féministes, Université Simon Fraser; Louise Forsyth, études féministes et sur les différences sexuelles, Université de Saskatchewan; Glenis Joyce, études féministes/éducation permanente, Université de Saskatchewan; Audrey Kobayashi, géographie et études féministes, Université Queen's; Shree Mulay, directrice du Centre de recherche et d'enseignement sur les femmes de l'Université McGill; Michèle Ollivier, sociologie, Université d'Ottawa; Susan Prentice, sociologie, Université du Manitoba; et Wendy Robbins, anglais et études féministes, Université du Nouveau-Brunswick

En 2000, le gouvernement fédéral a lancé son Programme de chaires de recherches du Canada, au coût de 900 millions de dollars, en vue de créer 2 000 chaires de recherches dans les universités canadiennes.

L'effet négatif sur les groupes protégés du programme a commencé a suscité des préoccupations lorsqu'on a révélé que seulement 15 p. 100 des chaires avaient été attribuées à des femmes en 2001.

Depuis, l'ACPPU a appris que les CRC ne conservent pas de statistiques, sauf sur les sexes, sur l'attribution des chaires aux membres des groupes protégés et n'exigent pas des universités d'en tenir. ■

Le texte intégral de la demande à la Commission canadienne des droits de la personne se trouve à l'adresse www.caut.ca/english/issues/equity/crccomplaintletter.asp.

English on page A6.

National Security Law Sparks Concern

CAUT has joined a large number of organizations questioning the federal government's proposed security legislation – Bill C-17, the Public Security Act.

In an appearance before a special Parliamentary Committee established to examine Bill C-17, CAUT executive director James Turk presented a broad critique of the government's legislative project.

He complimented other groups, such as the Canadian Bar Association, which he said had presented an excellent line by line critique of the legal implications of C-17.

Turk told the committee CAUT wanted to place C-17 in the historical and political context of national security legislation, where security often trumps liberty.

CAUT's brief focussed on the phenomena of "function creep," a tendency for national security legislation, no matter how narrow its stated purposes, to invariably cast a far wider and more intrusive net than originally envisaged.

Turk cautioned that the perpetrators of the Sept. 11 attacks will achieve their aims if democratic states undermine their own legitimacy and support by overreacting to the violence with unduly restrictive legislation.

He cited one section of the bill that is of special concern – the section that would allow screening of air passenger manifests for people who are a threat to transportation security. C-17 would allow the RCMP to compare a passenger manifest with a more general list of people who are wanted for outstanding warrants for criminal code offences unrelated to transportation security.

"This is a new and serious invasion of the privacy rights of Canadians," Turk said.

In addition, he said, while the need to ensure aircraft security is legitimate, keeping lists of passengers for seven days and allowing police to scan those lists for purposes unrelated to aircraft security and anti-terrorism is unacceptable.

"Even for their narrow anti-terrorism purposes, there are issues of racial profiling, of false matches, of errors in data entry and of how the list of people who are threats is established in the first place," he said.

CAUT's concerns have been echoed by organizations such as the British Columbia Civil Liberties Association and the Canadian Labour Congress.

The Canadian Bar Association, which represents 38,000 lawyers around the country, has condemned C-17 and its companion legislation. The legislation is taking Canada "down the road towards a police state," CBA told the committee.

CAUT's presentation was favourably received by Canadian Alliance MP Garry Breitkreuz.

"The problem is that many people in our society do not realize the importance of privacy rights in a free and open democratic society," Breitkreuz said.

But Liberal MP Steve Mahoney challenged CAUT, saying it would be absurd to limit the general policing powers of the bill if those new powers of search were to allow the arrest of someone wanted for murder unrelated to terrorism.

"We can't just allow people to walk away," Mahoney said.

"One could always use those kinds of sensational things to justify violations of fundamental civil liberties," Turk said in rebuttal. "We've made a choice as a democratic society that we are prepared to put up with certain risks in order to protect the key characteristics of civil liberties in our society.

"We don't allow police to go on fishing expeditions – they can't wander through your house, they can't wander through your office looking for things, they can't demand lists. That's something we've valued historically and I think it's very dangerous to be willing to give that up too readily in the name of anti-terrorism."

Bloc MP Mario Laframboise said Turk's statement is the heart of the matter and complimented CAUT for its presentation and for joining the Canadian Bar Association and the privacy commissioner in raising these concerns. ■

CAUT's brief to the committee can be viewed at www.caut.ca/english/publications/briefs/default.asp.

Version française à la page A9.

UN Body Slams B.C. for Labour Violations

THE United Nations agency charged with monitoring and upholding international labour standards has blasted the government of British Columbia for violating basic labour rights.

In a decision released March 27, highly critical of the government, the International Labour Organization says the province violated the UN convention on freedom of association when it enacted legislation last year overriding collective agreements affecting tens of thousands of public sector workers.

James Turk, executive director of CAUT, said the ILO statement was a very strong condemnation of the Campbell government.

"B.C. has violated some of the most fundamental rights enjoyed in every other democracy in the world," he said. "The ILO decision is a major embarrassment for the province."

Last May, CAUT filed a complaint with the ILO over B.C.'s Public Education Flexibility and Choice Act (Bill 28), legislation that gave the province's college and university college administrators the power to ignore provisions negotiated in collective agreements with faculty.

In its decision, the ILO said Bill 28 removed from collective bargaining some matters previously negotiated, such as class size and assignment of courses.

In passing Bill 28, the ILO said the Campbell government overrode the collective bargaining process and violated fundamental freedom of association principles.

"When a state decides to become a member of the ILO, it accepts the fundamental principles of freedom of association," the report concludes. "All governments are obliged to respect fully the commitments undertaken by ratification of ILO conventions."

In unusually blunt language, the ILO dismissed the government's assertion that the complaints were "frivolous, vexatious, political and trivial," and is demanding the province immediately amend Bill 28 and other offending legislation.

"Bill 28 must be amended or repealed immediately," Turk said. "It's time the Campbell government starts respecting internationally-recognized labour rights." ■

Background: Bulletin reports February, March, April and November 2002 available at www.caut.ca.

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UBC IS HIRING 150 NEW FACULTY. LET'S TALK EXCELLENCE

- Six of the 28 Killam Research Fellowships announced in 2003 went to UBC researchers — no other university in Canada received more.
- Relative to research funding, UBC researchers publish more papers than faculty from any other university in Canada. In fact, in all of North America only Harvard's faculty publish more than UBC's.
- Timothy Parsons, a UBC oceanographer, is the only Canadian to ever receive the Japan prize, the Asian equivalent of the Nobel Prize.

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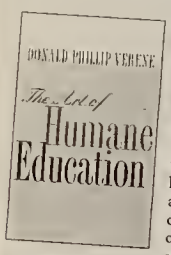
QUICK REVIEWS



The Art of Humane Education

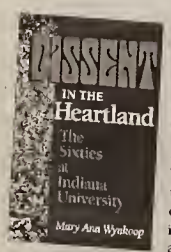
Donald Philip Verene. Ithaca, New York: Cornell University Press, 2002; 112 pp; hardcover $18.95 US.

In *The Art of Humane Education*, Donald Phillip Verene presents a new statement of the classical and humanist ideals that he believes should guide education in the liberal arts and sciences. These ideals are lost, he contends, in the corporate atmosphere of the contemporary university, with its emphasis on administration, faculty careerism and student performance. Verene addresses questions of how and what to teach and offers practical suggestions for the conduct of class sessions, the relationship between teacher and student, the interpretation of texts and the meaning and use of a canon of great books. In sharp contrast to the current tendency toward specialization, Verene considers the aim of college education to be self-knowledge pursued through study of all fields of thought. Styled as a series of letters, *The Art of Humane Education* explores the full range of issues surrounding humane education.

The University: International Expectations

F. King Alexander & Kern Alexander, eds. Montreal & Kingston: McGill-Queen's University Press, 2002; 200 pp; hardcover $70 CA., paper $27.95 CA.

The expectations that society places on higher education are remarkably consistent between nations and the problems and issues faced by college and university leaders are quite similar worldwide. In *The University* the authors look at colleges and universities in Australia, Canada, South Africa, the United Kingdom and the United States. They examine the purpose of the university, its evolution and change, its degree of autonomy, evaluations of performance and accountability, its role in guaranteeing human rights, financing, and efficiency and the influence of technology on instruction and structure. The authors suggest measures needed to overcome organizational inertia and recognize the necessity of responsiveness to social and economic changes. Different aspects of worldwide human rights struggles that bear on the university are discussed – for instance the situation in South Africa, where higher education institutions are seeking to redress the misdeeds of the past. The authors also address the issue of public versus private institutional competition and the emergence of the private for-profit institution. Finally, the realities of how and to what extent technology can be relied upon to improve college and university instruction is examined.



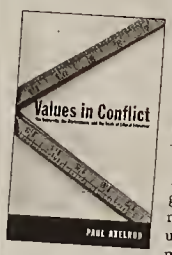
Dissent in the Heartland: The Sixties at Indiana University

Mary Ann Wynkoop. Bloomington & Indianapolis: Indiana University Press, 2002; 232 pp; hardcover $49.95 US., paper $19.95 US.

This grassroots view of student activism in the 1960s chronicles the years of protest at one Midwestern American university. Located in a region of farmland, conservative politics and traditional family values, Indiana University was home to antiwar protestors, civil rights activists, members of the counterculture and feminists who helped change the heart of Middle America. Its students made their voices heard on issues from such local matters as tuition hikes, dorm curfews and self-governance to national issues of racism, sexism and the Vietnam War. Their recognition that the personal was the political would change them forever. The protest movement they helped shape would reach into the heartland in ways that would redefine higher education, politics and cultural values. Based on research in primary sources, interviews and FBI files, *Dissent in the Heartland* reveals the spirit of dissent alive in the Midwest in the Sixties, far from the headline-grabbing events at the universities and urban centres on the East and West coasts.

Quick Reviews produced from information supplied by publishers.

A Liberal Education Worthwhile, Worth Protecting



Values in Conflict: The University, the Marketplace and the Trials of Liberal Education

Paul Axelrod. Montreal & Kingston: McGill-Queen's University Press, 2002; 200 pp; hardcover $65 CA., paper $24.95 CA.

By ALISON PRENTICE

As the end of a teaching term approaches, and grant proposal season in most fields is not yet upon us, faculty members could make no wiser choice for a reading break than Paul Axelrod's brief, but stimulating survey of the history, present situation and possible future of liberal education in Canada. Nor is this study useful only for those who work in the humanities, arts or social sciences. It is important reading for anyone who cares about colleges and universities in this country.

We all need to reflect on how our own special interests, whether they are in the sciences, the liberal arts, or a professional school such as education or engineering, are embedded in and affected by the larger university and, especially, how our universities themselves are embroiled in – and may be transformed by – the economic and cultural forces ever swirling around them.

Values in Conflict captures much that we need to know about these matters. And no one could be in a better position to inform us than Paul Axelrod. A leading historian of 20th century higher education who has served York University in several administrative capacities, Axelrod brings much knowledge, a sharp intelligence and extensive practical experience to his task.

Values in Conflict explores many themes, providing important background information for ongoing discussions of what we, as individuals, and our departments, faculties and universities should be doing to defend liberal education in these perilous times. First its author gives us a birds-eye view of the history of the liberal arts, demonstrating that, contrary to what economic fundamentalists may think, from its medieval origins a liberal arts training has always been practical and oriented to future employment.

Although the author might have made more of this, even the supposedly "ornamental" education offered in 19th century women's colleges and academies was designed to train graduates who needed to earn their livings to teach art, music and modern languages. Thousands of Canadian women were grateful for the remunerative employment such higher education made possible for them.

Nor did this practical orientation stop when women entered universities. Contrary to the stereotype that 20th century women attended chiefly to find husbands or busy themselves for a few years before marriage, access to interesting and remunerative work has always fuelled women's desire for higher learning, just as it has men's. The point is that liberal education has fulfilled this desire for both sexes.

Pointing out that employers have always appreciated and continue to appreciate liberally educated graduates, Axelrod cites contemporary statistics to prove his point, showing that liberal arts graduates and professional specialists gain employment in similar proportions. In 1995, for example, the unemployment rate for graduates in humanities was exactly the same as it was for graduates in agriculture and the biological sciences. Social science graduates had a somewhat lower unemployment rate, but no lower than that of graduates in mathematics and the physical sciences.

Axelrod then takes a critical and well-documented look at how supposed economic imperatives are undermining liberal arts in our universities and, undoubtedly, the independence of the sciences and professional education as well. He documents the costly, inappropriate and undesirable use of tools like "performance indicators," drawing on examples in Britain and the United States as well as in Canada, to show just how ineffective and damaging these tools are.

Like so much educational reform in the past, the resultant filling out of forms and paying of bureaucrats to design or deal with them seems once again to have become the order of the day – a method described by one researcher as the "garbage can model of rationality." Bureaucratic requirements generate reams of data that no one has time to read.

Axelrod also shows how corporate interference can undermine freedom of research, as it so notoriously did in the Dr. Nancy Olivieri case, and how new commercially-oriented private universities threaten to undermine the funding of our public institutions.

Values in Conflict presents a lucid account of what a liberal education has traditionally been, what threatens it in our present world, and what, in a better world, it might become. A thoughtful final chapter suggests how university teachers sometimes undermine the future of their own universities through their inattention to whom their students are, where they are coming from, and what might be useful and educational for them. Attention to gender, ethnicity, racial and religious backgrounds or sexual orientations of students mean accepting that Canadian university populations are now fascinatingly diverse. University teaching that was acceptable to the predominantly male, white, Anglo-Saxon and Christian students of the now distant past is no longer viable.

Universities have always needed to be relevant; in order to be relevant they have always had to adapt and change. What we don't want, Axelrod reminds us, is to allow decision-making about how to adapt and change to be taken over by the marketplace and by individuals who know little or nothing about what universities have done in the past or might do in the future if given the chance to direct their own course.

We need to work hard to regain and defend universities' rights to determine their future directions, rights we stand increasingly to lose as global corporate interests gain more and more influence over the conduct of our institutions of higher education. And, unless we work hard to understand our students and teach them effectively, we may have little support from them for this cause.

The worst case scenario is that we will endlessly complain about our university administrators, our students, the new technologies, or about faculty members whose interests differ from our own – but do nothing about the underlying causes of our current malaise. Axelrod's exploration of what is going wrong and what we might do about it deserves our attention. ■

Alison Prentice taught for most of her career at the Ontario Institute for Studies in Education of the University of Toronto. She is currently an adjunct professor at the University of Victoria.

ACTUALITÉS

La Loi sur la sécurité nationale soulève des préoccupations

L'ACPPU s'est jointe à un grand nombre d'organismes qui mettent en doute le projet de loi du gouvernement fédéral, le projet de loi C-17 ou la Loi sur la sécurité publique.

Comparaissant devant le comité parlementaire spécial mis sur pied pour examiner la projet de loi C-17, le directeur général de l'ACPPU, James Turk, a présenté une critique générale de la loi proposée.

Il a félicité d'autres groupes, entre autres l'Association du Barreau canadien, qui a fait une critique excellente et minutieuse des conséquences légales du projet de loi C-17.

Il a dit au comité que l'ACPPU commenterait le projet de loi dans le contexte historique et politique de la législation sur la sécurité nationale, alors que la sécurité relègue souvent la liberté au second rang.

Le mémoire de l'ACPPU a insisté sur le phénomène de « déviation de la finalité », une tendance de la législation sur la sécurité nationale à lancer invariablement un filet beaucoup plus large et interventionniste que ce qui avait été envisagé au départ, quels que soient ses buts déclarés.

De l'avis de M. Turk, les auteurs des attentats du 11 septembre ont atteint leurs objectifs si les états démocratiques sapent leur propre légitimité et leurs appuis en réagissant de manière excessive à la violence par l'entremise de lois trop restrictives.

Il a mentionné un article du projet de loi qui est particulièrement inquiétant, soit celui qui permettrait de passer au crible les manifestes des passagers aériens qui posent une menace à la sécurité du transport. Le projet de loi C-17 permettrait à la GRC de comparer le manifeste de passagers à une liste plus générale de personnes recherchées en raison d'un mandat non exécuté pour une infraction au code criminel qui n'a rien à voir avec la sécurité des transports.

« Il s'agit d'un prétexte nouveau et grave d'ingérence dans la vie privée des Canadiens et Canadiennes », a déclaré M. Turk.

De plus, a-t-il ajouté, bien qu'il soit légitime de vouloir assurer la sécurité des avions, il est inacceptable de conserver des listes de passagers pendant sept jours et de permettre aux forces policières de scruter ces listes pour des motifs n'ayant aucun rapport avec la sécurité des avions et l'antiterrorisme.

« Même si les motifs antiterroristes sont obtus, d'autres questions entre en jeu, comme la stigmatisation raciale, les fausses concordances, les erreurs de saisie des données et la manière dont est dressée en tout premier lieu la liste de personnes qui constituent une menace », a-t-il affirmé.

D'autres organismes ont fait écho aux préoccupations de l'ACPPU, notamment la British Columbia Civil Liberties Association et le Congrès du travail du Canada.

L'Association du Barreau canadien, qui représente 38 000 avocats à la grandeur du pays, a condamné le projet de loi C-17 et la législation qui l'accompagne. L'ABC a déclaré au comité que la législation entraînerait le Canada vers un état policier.

Le député Garry Breitkreuz, de l'Alliance canadienne, a accueilli favorablement le mémoire de l'ACPPU.

« Le problème est que de nombreuses personnes ne se rendent pas compte de l'importance des droits à la vie privée dans une société libre et démocratique », a-t-il signalé.

Toutefois, le député libéral Steve Mahoney a réprouvé l'ACPPU, estimant qu'il serait absurde de limiter les pouvoirs policiers généraux du projet de loi si ces nouveaux pouvoirs de recherche devaient permettre l'arrestation d'une personne recherchée pour un meurtre sans lien avec le terrorisme.

« Nous ne pouvons tout simplement pas permettre à quelqu'un de se sauver », a-t-il soutenu.

« On peut toujours invoquer ce genre de moyen sensationnel pour justifier la violation des libertés civiles fondamentales », a réfuté Jim Turk. « Nous avons choisi, en tant que société démocratique, de nous préparer à composer avec certains risques afin de protéger les caractéristiques fondamentales des libertés civiles de notre société.

« Nous ne permettons pas aux forces policières de se livrer à des expéditions de pêche — elles ne peuvent aller faire un tour chez vous ou à votre bureau pour chercher des choses, elles ne peuvent demander des listes. Ce sont des valeurs historiques auxquelles nous avons attaché de l'importance. Je pense qu'il est très dangereux de vouloir y renoncer trop rapidement au nom de l'antiterrorisme. »

Le député du Bloc québécois, Mario Laframboise, a dit que la déclaration de M. Turk touchait à l'essentiel et a félicité l'ACPPU pour son mémoire, qui rejoint les préoccupations de l'Association du Barreau canadien et du Commissaire à la vie privée. ■

Le mémoire de l'ACPPU soumis au comité est affiché à www.caut.ca/english/publications/briefs/default.asp.

English on page A7.

High Fees Block Access

☞ From PAGE A1

offering students more tax breaks (10 per cent), or providing scholarships based on merit (10 per cent).

"What's interesting is that the policy options least favoured by the public are precisely the ones that the federal government has pursued most aggressively in recent years," Catano remarked. ■

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Queen's Faculty Speak Out Against Deregulation

DUE to the intense lobbying efforts of Principal William Leggett, Queen's University is often seen as leading the charge to establish a two-tiered education system in Canada.

The latest chapter in this saga is an attempt to revive deregulation under the guise of "flexible tuition." Leggett's campaign, however, is not supported by all, or even a majority, of the students, faculty members and staff at Queen's.

Students in the faculty of arts and science have roundly rejected his plan to deregulate their tuition, through a referendum vote and a well-publicized occupation of administration offices.

A large number of faculty members from a diverse range of departments and faculties are also committed to maintaining Queen's as a public university with accessible tuition. These faculty members have chosen to express their commitment by demanding the immediate re-regulation and de-privatization of all faculties, schools and departments at Queen's University. ■

The Kingston Statement

We are faculty members at this university, bred in at least modest comfort, housed now in departments, looking uncomfortably at the world we are passing on to those who will come after us.

Most of us have had the benefit of an affordable education. We have worked in a relatively free and open intellectual environment, where we have been able to pursue our scholarly interests without worrying about whether a profit could be made from our efforts.

But all of this is changing as universities are reconstructed on the model of the corporation, as accessibility is discarded in favour of profit and efficiency is given precedence over scholarship. We do not accept the argument that there is not enough money to allow the university as we have known it to continue to exist. Rather, we observe that the public post-secondary education system is being deliberately starved into submission to facilitate its deregulation and privatization.

Why is this a problem? Recent data show clearly and unequivocally that deregulation decreases access to education. During the period 1990–2003, average tuition in Ontario jumped 180 per cent — this is the second highest rate of increases, next only to Alberta, where tuition rose by 235 per cent. And while this is a terrible load to bear, increases in the deregulated faculties of medicine and law have been even more prohibitive. As Queen's medical historian Dr. Jaclyn Duffin has shown, a medical education that cost 118 manufacturing wage hours in 1990 now costs more than 425. Most alarming of all, this trend is accelerating. Since deregulation five years ago, medicine tuition at Queen's has increased by 300 per cent, law fees have gone up by 240 per cent, and applied science by 180 per cent. In the three remaining regulated faculties, increases over the same period have been in the order of 20 per cent.

Privatization poses its own problems. First and foremost, the privatized university is, by definition, oriented to furthering its own particular interests over those of the greater public. Its primary goal is not to contribute to the advancement of knowledge, or to the well-being of local, national and international communities, but to survive in the "educational marketplace." When short-term profit becomes the first priority, critical thought, the pursuit of new knowledge and basic research all suffer. This is not mere speculation, as the cases of Dr. Nancy Olivieri and Dr. David Healy have vividly demonstrated.

We recognize that the funding to universities is at an historic low. But we also recognize that there is nothing inevitable or necessary about this. Thus, we have come together to express our support for the following actions:

We call for the immediate re-regulation of all faculties, departments and schools at Queen's University.

We call for tuition fees in all faculties, departments, and schools at Queen's University to be returned to regulated levels, and for all privatized units to be returned to the public realm.

Should locally administered tuition become a reality, then we call for Queen's University to administer its tuition fees such that their rate of increase does not exceed the general rate of inflation. The important point, of course, is not who regulates tuition, but how it is regulated.

Finally, rather than fighting to deregulate tuition and privatize the public education system, we call upon our administration to join in the nationwide struggle to restore adequate funding to post-secondary education.

As scholars and teachers who are part of this community, we believe that students of today and tomorrow should receive the benefits of an accessible, open and publicly funded education. Following the lead set in the reaffirmation of the universal right to quality health care, and the re-regulation of the Ontario Hydro system, we believe that a quality public education should continue to be available to all Canadians.

MARY LOUISE ADAMS
Physical & Health Education/Sociology

BLAINE ALLAN
Film Studies

JAN ALLEN
Art

GRANT AMYDT
Political Studies

SUSAN BABBITT
Philosophy

ABIGAIL B. BAKAN
Political Studies

BRUCE J. BERMAN
Political Studies

SHERYL BOND
Education

JEAN BRUCE
Film Studies

ANNETTE BURFOOT
Sociology

FRANK BURKE
Film Studies

STAN CORBETT
Law/Philosophy

RICHARD DAY
Sociology

ELSPETH OEIR
Elementary Education

KAREN DUBINSKY
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WILLIAM J. EGNATOFF
Education

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KAREN FREDERICKSON
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History/Classics

ELIZABETH HANSON
English

GEORGE L. HILLS
Education

ARLENE HOLLAND STAIRS
Education

DIANA H. HOPKINS-ROSSEEL
Rehabilitation Therapy

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ELEANOR MACDONALD
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MARK JONES
English

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Film Studies

JOHN LAZARUS
Drama

MARGARET LITTLE
Women's Studies/Political Studies

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Film Studies

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Sociology

A. MARTIN
English

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Development Studies/Geography

IAN MCKAY
History

MARY E. MORTON
Sociology

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Drama

HOWARD A. SMITH
Education

DON STUART
Law

CHRISTINE SYPNOWICH
Philosophy

MARK WEISBERG
Law

Canada Millennium Scholarship Foundation Research

☞ From PAGE A11

standards in research, and survey research in particular, are tremendously important. Excellence and accuracy in survey research demands that data analysis and interpretation be competent and clear and that any findings are presented fully and fairly. The data collected must be critically examined in any search for their meaning. The findings and interpretations must be presented in the most objective manner. If the Canada Millennium Scholarship Foundation is truly interested in answering the question "Does money matter?" it would be better served by more accurate interpretation and presentation of the research it commissions. ■

Dale Kirby is a PhD candidate at the Ontario Institute for Studies in Education of the University of Toronto.

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ANTHROPOLOGY

■ **YORK UNIVERSITY** — The Department of Anthropology, Faculty of Arts, invites applications for a one year contractually limited appointment in archaeology, at the assistant professor level, to commence July 1, 2003. All positions at York University are subject to budgetary approval. Applicants should specialize in one or more of the following areas: archaeology and nationalism, archaeology and identity; material culture; public archaeology; European pre-history. The applicant must also be able to demonstrate his/her commitment to archaeology in the public sphere. The successful candidate will be expected to teach 3 courses in our undergraduate program, including two large survey courses in archaeology and early civilizations. Requirements: The applicant must hold a PhD and should show excellence or promise of excellence in teaching and in scholarly research and publication. Salary: Commensurate with qualifications. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Anthropology welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: http://www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Deadline for receipt of completed applications: April 15, 2003. A letter of application with an up-to-date curriculum vitae, a statement of research and training interests, and three letters of reference should be sent to: Professor Naomi Adelson, Chair, Department of Anthropology, 2054 Vari Hall, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Fax: 416. 736.5768, Email: nadelson@yorku.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr Tanya Basok, Interim Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519. 253.3000, Ext. 2190; Fax: 519.971.3621; Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of scientific computing and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

BIOCHEMISTRY

■ **McGILL UNIVERSITY** — Research Associate position (non-tenure track) to co-manage the Eastern Canadian/Quebec Regional Nuclear Magnetic Resonance (NMR) Facility and provide user support and service for three high field NMR spectrometers. In addition, the candidate is expected to maintain an independent research program including scientific collaborations and to publish in scientific journals. Candidates should have a PhD in biochemistry, chemistry, or molecular biology with more than five years post-PhD experience in NMR macromolecular structure determination of proteins and/or nucleic acids. Ability to work in both French and English would be an asset. Salary commensurate with qualifications. Position offered for an initial period of two years. Send CV, names of 3 references and a short description of research interests to: Kalle Gehring, Dept. of Biochemistry, McGill University, 3655 Promenade Sir William Osler, Montreal H3G 1Y6. Fax. (514) 398-7384, E-mail: kalle.gehring@mcgill.ca. Closing date for receipt of applications is 1 May 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

BIOLOGICAL SCIENCES

■ **THE UNIVERSITY OF WINDSOR** invites applications for tenure-track and limited term faculty positions in the Department of Biological Sciences commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. David Cotter, Head, Biological Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2697; Fax: 519.971.3609; Email: cotter1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BIOLOGY

■ **SAINT MARY'S UNIVERSITY** — The Department of Biology invites applications for a tenure-track position at the Assistant Professor level. The appointment can be made as early as July 1, 2003 but a later start date is negotiable. This position is a cross-appointment between the Biology Department and the Environmental Studies Programme which is based in the Science Faculty. Preference will be given to candidates with expertise in Plant Conservation or Applied Plant Ecology but applications from qualified candidates from other areas of Conservation Biology will also be considered. The successful applicant will teach a course in evolution in the biology department and a course in the environmental studies program such as field methods, environmental impact assessment or natural resource management. Opportunity also exists for developing courses in his/her specific discipline. Applicants must possess a PhD in biology and provide evidence of excellence in research and teaching. Postdoctoral experience is desirable and the successful candidates will be expected to develop a vigorous externally-funded research program. The Biology Department has a young, research-oriented faculty and offers undergraduate as well as graduate training through the new MSc in Applied Science. Training of PhD students is possible by obtaining adjunct status at other local institutions. The Department has been successful in obtaining CFI funding for 3 new facilities: the Taxonomy Laboratory, the Molecular Biology Laboratory and the Centre for Remediation and Environmental Analysis. Details of departmental interests and activities can be found at http://www.stmarys.ca/academics/science/biology/welcome.html. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Application should include a CV, a description of a proposed research programme, and other relevant documentation, including the names and addresses of at least three people who can provide a reference. Submit applications by May 15, 2003 to Dr. D.B. Strongman, Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail doug.strongman@smu.ca.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Biology invites applications for a Tenure Track position at the Assistant Professor level in animal developmental biology. Applicants must have a PhD and be prepared to establish an externally funded

McGill

Tenure-Track Positions
Faculty of Arts

In recognition of the centrality of an understanding of human expression and behaviour, the Principal and Provost of McGill University have approved an extraordinary imaginative initiative to renew the humanities and social sciences at McGill. During the next year, the Faculty of Arts intends to make fifty tenure/tenure-track appointments. The departments in the Faculty are

Anthropology
Art History & Communication Studies
East Asian Studies
Economics
English
English and French Language Centre
French Language and Literature
German Studies
Hispanic Studies
History
Institute of Islamic Studies
Italian Studies
Jewish Studies
Linguistics
Philosophy
Political Science
Russian and Slavic Studies
Social Work
Sociology

The appointments will focus on, though they will not be limited to, the Faculty's several cross-disciplinary strategic research themes including Canada, Environmental Studies, Health, Cross-Cultural Studies, Languages, Social Statistics, Renaissance Studies, Conflict and Peace Studies, and Development and the New Economy.

We invite applications from candidates with proven records of achievement. French is an asset. More detailed information on the specific fields sought by Departments may be obtained on the departmental web pages accessible though www.mcgill.ca/arts/.

Applications must contain a curriculum vitae, statements of the applicant's research agenda and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. Applications are to be sent to the Chair of the appropriate Department at the address indicated on the website.

www.mcgill.ca

All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

Postes permanents ou conduisant à la permanence
Faculté des arts

Compte tenu du caractère essentiel que revêt la compréhension de l'expression et du comportement de l'être humain, le principal et le vice-principal exécutif de l'Université McGill ont approuvé une initiative remarquablement inventive dont le but est de donner un nouvel essor aux sciences humaines et sociales à l'Université McGill. L'an prochain, la faculté des arts entend pourvoir cinquante postes permanents/conduisant à la permanence. Les départements dans la faculté sont les suivants

Études allemandes
Anglais
Anthropologie
Histoire de l'art et études de la communication
Économie
Études est-asiatiques
Centre d'enseignement du français et de l'anglais
Études hispaniques
Histoire
Études islamiques
Études italiennes
Études juives
Langue et littérature françaises
Linguistique
Philosophie
Sciences politiques
Études russes et slaves
Service social
Sociologie

Les postes recouperont plusieurs axes de recherche stratégique interdisciplinaires de la faculté, sans toutefois s'y limiter, axes qui engloberont les études canadiennes, les études environnementales, la santé, les études transculturelles, les langues, les statistiques sociales, les études sur la Renaissance, les études sur les conflits et la paix ainsi que le développement et la nouvelle économie.

Nous sollicitons les candidatures de personnes possédant un palmarès avéré de réalisations. Vous trouverez d'autres détails sur les domaines de spécialisation précis des candidats recherchés par les départements sur leurs pages Web, accessibles à l'adresse www.mcgill.ca/arts.

Les dossiers de candidature doivent contenir un curriculum vitae, une déclaration du programme de recherche du candidat et de ses principes d'enseignement, et trois lettres confidentielles de recommandation envoyées sous pli séparé par les répondants du candidat à la demande de ce dernier. Les dossiers doivent être adressés au directeur du département compétent à l'adresse figurant sur le site Web.

Nous invitons tous les candidats possédant les qualifications voulues à postuler ces postes, toutefois, conformément à la législation canadienne en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

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CAREERS CARRIÈRES

active research program. We are particularly interested in candidates using cellular and/or molecular approaches to explore an aspect of animal developmental biology. Duties include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Candidates should be able to teach developmental biology, embryology and/or histology. Salary will be commensuiate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1–2 pages) of their proposed research program to: Dr. Bernard R. Glick, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The closing date for applications is May 31, 2003 with a start date after Septembei 1, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given pnonty. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html.

■ **QUEEN'S UNIVERSITY** — The Department of Biology invites applications for a Canada Research Chair (Tier 2) in a field of fundamental plant science that will support research to reduce greenhouse gas emissions in agriculture, enhance carbon stocks in forestry or agriculture, or provide a source of renewable energy, chemicals and materials for a bio-based economy. The successful applicant will be appointed as a tenure-track assistant professor and must demonstrate the potential to create and lead a strong research program contributing to the goals of BIOCAP Canada (http://www.biocap.com), a national, not-for-profit research foundation that operates from within Queen's University. Special consideration will be given to applicants who have skills in plant metabolic regulation, molecular physiology, or physiological ecology and who will complement the strong plant science group at Queen's. The Department of Biology has a superb plant growth facility in the new Biosciences Complex, and a 3000 hectare field research station (http://biology.queensu.ca/%7Equbs/). Qualifications include a PhD, postdoctoral experience and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous, externally funded research program, and be an excellent teacher. Expected date of appointment is January 1, 2003, subject to negotiation. Application deadline is December 15, 2001 or until position is filled. Applicants should be familiar with the CRC program (http://www.chairs.gc.ca) and must provide a statement as to how they could contribute to the goals of BIOCAP Canada. This statement together with curriculum vitae, statement of current and prospective research interests, statement of teaching interests, and at least three letters of reference should be sent to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (E-mail: bohead@biology.queensu.ca, Fax: (613) 533-6617, web site biology.queensu.ca). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

■ **YORK UNIVERSITY** — The Department of Biology invites applications for a three-year contractually limited faculty position at the level of Assistant Lecturer. The minimum academic qualification for this position is a PhD in Biology. In addition to lecturing primarily introductory level courses, the successful applicant will organize undergraduate curricula, advise students and participate in the development and administration of laboratories and tutorials. Please submit an application package consisting of a curriculum vitae, teaching dossier and names of three referees to Professor Logan W. Donaldson, Department of Biology, York University, North York, ON, M3J 1P3. Applications are due by May 15, 2003. Subject to budgetary approval, the expected appointment date for this position is July 1, 2003. This faculty search is being performed in accordance with York University's Affirmative Action Program. Women, racial/visible minorities, persons with disabilities and aboriginal peoples who wish to participate must self-identify. More information may be obtained from the York University website http://www.yorku.ca/acadjobs/index.htm) or from the Affirmative Action Program Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **QUEEN'S UNIVERSITY** — The Department of Biology invites applications for a tenure-track position in fundamental plant science. The successful applicant will be selected primarily on the basis of overall excellence, but should complement existing strengths in plant science research at Queen's by using modern molecular, physiological and/or biochemical approaches to investigate topical areas such as primary or secondary metabolism, response to environmental stress, development, genomes. The Department of Biology has a superb plant growth facility in the new Biosciences Complex (biology.queensu.ca/~phyttron), a 3000 hectare QUBS field station (biology.queensu.ca/~qubs) and access to a state-of-the-art Protein Function Discovery proteomics facility (www.queens-pfd.ca). Qualifications include a PhD, postdoctoral experience and published evidence of excellent research ability. The successful candidate will be expected to be an excellent teacher and to develop a vigorous, externally funded, research program. Applicants must be eligible for nomination to a Canada Research Chair (CRC), Tier 2 that has been allocated to this position (www.chairs.gc.ca) and brings with it substantial infrastructure funding from CFI/OIT. Tier 2 CRCs are normally within 10 years of PhD at the time of application and will be appointed at the level of Assistant or Associate Professor depending on qualifications. Queen's is filling a total of 57 CRC positions, most of which will be outstanding external appointees, and is particularly interested in attracting increased numbers of women into its CRC program. Expected date of appointment is July 1, 2004, subject to negotiation. Review of applications will begin May 15, 2003 and continue until the position is filled. Applications including curriculum vitae, statement of current and prospective research interests, statement of teaching interests, and at least three letters of reference should be sent to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (Web: biology.queensu.ca, E-mail: bohead@biology.queensu.ca, Fax: (613) 533-6617). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

BUSINESS

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Eric Sprott School of Business of Carleton University invites applications for a full-time two-year term position in Marketing at the rank of Instructor. The School is part of the Faculty of Public Affairs and Management (PAM) and is committed to excellence in teaching and research. It offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, and a Masters of Business Administration and PhD in Management degrees. The successful candidate will be expected to teach undergraduate courses in Marketing. This position requires an MBA or equivalent degree. Strong demonstrated teaching skills are a must. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2003. The closing date for applications is April 30, 2003, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curricula vitae and names of three referees to Dr. Vinod Kumar, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, Tel: 613-520-2379, Fax: 613-520-2532; email: director@business.carleton.ca, URL: http://www.business.carleton.ca.

BUSINESS ADMINISTRATION

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Business Administration invites applications for a tenure track appointment or term appointment at the Assistant/Associate Professor level, commencing July 1, 2003. The position requires the ability to teach in one or more of the following areas: Marketing, Financial Accounting, Management, Human Resources, Corporate Finance. Preference will be given to candidates with PhD or near completion and whose teaching, research and course development interests span across two or more of the above areas. Demonstrated high quality undergraduate teaching experience is highly valued. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON, P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca) Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

CHEMISTRY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Chemistry is seeking to fill a tenure-track opening at the assistant professor level starting 1 July 2003. This appointment will be in the area of Synthetic Organic Chemistry. The candidate may, but is not limited to, have an interest in transition metal catalysis of organic reactions and novel catalyst design. This position requires a PhD degree, preferably with postdoctoral experience and an established research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop a vigorous and creative research program. The salary will be commensuiate with experience. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applications should consist of a curriculum vitae, list of publications, summary of research interests, and a detailed research proposal. Applicants should also arrange for three letters of recommendation to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver B.C., Canada V6T 1Z1, or e-mailed to head@chem.ubc.ca. Closing date for applications is April 15th, 2003.

■ **YORK UNIVERSITY** — Applications are invited for an NSERC University Faculty Award (UFA) at the Assistant Professor level (tenure track) in the Department of Chemistry to commence July 1, 2004. Applications in all areas of chemistry will be considered, with a strong preference to those in the area of Materials Chemistry. The successful candidate must have a PhD, is expected to have a proven record in research and have a strong interest in teaching. The position is subject to budgetary approval. Applicants should provide a current curriculum vitae, a statement of research interests and plans for a proposed research program. They should also arrange for three letters of reference to be sent directly to: Dr. Alan C. Hopkinson, Department of Chemistry, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3, Fax: 416-736-5936, E-mail ach@yorku.ca. The review of applications will commence May 15, 2003. The Department currently has 22 tenured or tenure-track faculty, 5 full-time technical staff, about 65 graduate students and 40 postdoctoral fellows and research associates. We are equipped for research in most branches of chemistry and have areas of specialization that include the Centre for Research in Mass Spectrometry, the Centre for Research in Atmospheric Chemistry and a Combinatorial Chemistry Facility. Research support facilities include glass blowing, electronics and machine shops. Further information about the Department may be obtained from our web page at www.chem.yorku.ca. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Chemistry welcomes applications from people in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. The UFA program is directed to women and Aboriginal peoples of either sex, who have not previously held a tenure-track position at a Canadian university (www.nserc.ca/guide/c7_e.htm). The UFA program is restricted to Canadian citizens and permanent residents.

■ **BROCK UNIVERSITY** — The Department of Chemistry invites applications for two full-time, tenure track positions in the areas of Bioanalytical, Bioinorganic, Bioorganic or Synthetic Organic chemistry. Applications will be considered at the Assistant Professor level from individuals with postdoctoral experience, but applications at the Associate Professor level will also be considered. The Department (www.brocku.ca/chemistry) offers B.Sc. and M.Sc. degrees in Chemistry and M.Sc./PhD degrees for students who qualify for the Biotechnology graduate program. (www.brocku.ca/biotechnology) Successful applicants will have strong experimental skills in any of the areas listed above. An ability and willingness to support aspects of teaching and

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CHAIR
DEPARTMENT OF ANIMAL & POULTRY SCIENCE

The University of Guelph, Ontario Agricultural College, seeks candidates and nominations for the position of Chair, Department of Animal and Poultry Science. The appointment, in the first instance, will be for a five-year term in a tenured position. The Chair provides leadership and support for initiatives identified by the faculty. These include enhancing education programs, increasing contributions to knowledge and technology, strengthening relationships with clientele and promoting communications to the public. Research and teaching faculty and graduate students conduct programs in quantitative and molecular genetics, ruminant and monogastric nutrition, digestive physiology and modeling, production management and animal well-being, reproductive physiology, growth and development, meat science and aquaculture. The Department has 33 faculty members, 57 support staff, 112 graduate students and approximately 530 undergraduate students. Descriptions of the department, its programs and faculty profiles are available at http://www.aps.uoguelph.ca/people.htm

Candidates for the position should have a doctorate, or equivalent, in the animal sciences or a related field and ideally will be experienced in teaching or research, in addition to administrative and budget management. Candidates should also be able to provide evidence of leadership, superior communication skills, innovative thinking, and the ability to effectively facilitate the work of faculty, staff and students and to profile achievements to university administrators, government personnel, industry and alumni. A commitment to providing facilitative leadership and working cooperatively within a multi-disciplinary community of scholars and educators, both within the university and externally, is a must. A record of success in development of funding and support for scholarly programs is desirable. The Chair will have the option to continue a teaching or research program.

Applicants should include a formal letter stating the applicant's qualifications for the position and a statement of leadership and management philosophy, a current curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of four references.

The closing date for applications is May 30, 2003. *Applications will be treated in confidence.*

Send applications and nominations to: Dr. Craig Pearson, Dean, Ontario Agricultural College, 102 Johnston Hall, University of Guelph, Guelph, ON, Canada N1G 2W1, Tel: 519-824-4120, Ext. 52285, E-mail: cpearson@uoguelph.ca

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

Queen's University

Assistant Professor in Astronomy & Astrophysics
DEPARTMENT OF PHYSICS

Applications are invited for a tenure-track position (subject to budgetary approval) at the Assistant Professor level. The preferred starting date is September 2003. The appointee will be an outstanding young scientist who will establish an excellent research program in observational/experimental astronomy, one which will utilize the range of new facilities being planned for Canadian involvement as described in the Long-Range Plan prepared developed by the Canadian Astronomical Society (see http://www.casca.ca/lrp/). The areas of research for this competition, however, are not restricted to those described in the CASCA LRP. Excellence in teaching (or teaching potential, where appropriate) is required. The chosen appointee will also be expected to be active in graduate student supervision and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience. Queen's University faculty are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa/.

Currently, faculty members in the fields of astronomy and astrophysics conduct research in observational astronomy, theoretical cosmology, solar system physics, general relativity, star formation, relativistic astrophysics, radio astronomy, the interstellar medium in galaxies, and globular star clusters. There are strong ties with the experimental particle astrophysics group whose main research thrust is the Sudbury Neutrino Observatory (SNO; see http://sno.phy.queensu.ca). Other research in the Department includes experimental and theoretical condensed matter physics, and the development of new materials and their applications by the members of the Engineering Physics research group.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: ***Dr David A. Hanes, Head, Department of Physics, Queen's University, Kingston, Ontario Canada K7L 3N6***, Tel: (613) 533-2706, Fax: (613) 533-6967. Review of applications will begin on 31 May 2003 and continue until the position is filled.

UCC THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

The University College of the Cariboo invites applications for the following position:

FACULTY MEMBER
French

ENGLISH AND MODERN LANGUAGES
Ongoing

Competition #03-019

For further information about this position, please visit our website at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY COLLEGE OF THE CARIBOO

MALASPINA
University-College

Malaspina University-College, located on beautiful Vancouver Island, is a comprehensive post-secondary institution that offers degrees; career, trades and technical diplomas and certificates; and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in research and scholarly activities in their fields.

We are now accepting applications for a university-college professor:

Physics
Comp. 03-4025 closes 1 pm, May 2/03

For full details, please click on **Employment Opportunities** on the Malaspina University-College website **www.mala.ca**, or call the 24-hr. job-line, **(250) 740-6285**.

Malaspina University College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
1169-03-76-0405

WWW.MALA.CA

CAREERS CARRIÈRES

collaborative research in the Chemical Biology stream of Brock's Biotechnology program will be an advantage. Applicants are expected to teach at both the undergraduate and graduate levels and to develop and maintain a thriving, externally funded, research program. Applicants should send a CV, a detailed research proposal (with plain-language summary), and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy) to: Dr. Art van del Est, Search Committee Chair, Department of Chemistry, Brock University, 500 Glenridge Ave., St. Catharines, Ontario L2S 3A1 E-mail: avde@spartan.ac.brocku.ca. The candidates should also supply names and complete addresses (fax and e-mail) for three or more people able to act as referees. Applications will be reviewed until suitable candidates have been identified. The appointments will commence on or after July 1, 2003 subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. More information on Brock University can be found on the university website at: www.brocku.ca.

CLASSICAL STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position at the Assistant Professor level in Classical Studies beginning September 1, 2003. The successful candidate should have a PhD in Classical Studies, and an ability to teach a variety of courses in classical civilizations and languages. A strong background in Latin language is desirable. The successful candidate should have the ability to apply computer-related technology to teaching and research. Consideration of applications will commence May 1, 2003. Please send curriculum vitae and arrange for three letters of reference to be sent to: Dr. Reimer Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo ON N2L 3G1 (email: rfaber@watarts.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICS

■ **DALHOUSIE UNIVERSITY** — Applications are invited for a nine month, full time, sessional appointment at the Lecturer/Assistant Professor level effective September 1st, 2003 in Roman history. This appointment is subject to budgetary approval. The successful candidate will teach an introductory class on classical mythology, intermediate level history class in Roman history, and an advanced Roman history seminar. Applicants should have completed the PhD or be close to finishing and show competence in teaching, research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to: Dr. W. J. Hankey, Chair, Appointments Committee, Department of Classics, Dalhousie University, Halifax, Nova Scotia B3H 4P9. The closing date for applications is April 30, 2003.

COMPUTER SCIENCE

■ **THE UNIVERSITY OF ALBERTA** — 3 Positions. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? We are seeking outstanding candidates who are driven by curiosity and interested in collaborative research for the following tenured faculty chair positions: Tier II Canada Research Chair position (www.chairs.gc.ca) in software engineering and/or software systems. Candidates should have demonstrated ability to provide research leadership in some of the following areas: software architecture, software reuse, reengineering, software system development, parallel and distributed computation, and compiler design and optimization. The CRC award is for a five-year period, renewable for another five-year period. Tier I Canada Research Chair position (www.chairs.gc.ca) associated with the Alberta Ingenuity Centre for Machine Learning (www.aicml.ca) targeted at exceptional individuals who have demonstrated research accomplishments in areas that combine machine learning and bioinformatics, possibly molecular biological modelling, and related areas in nanoscience and nanotechnology. The CRC award is for a seven-year period, and is renewable. iCore Chair position (e.g., www.icore.ca) targeted at exceptional individuals who have demonstrated research accomplishments in Machine Learning. The iCore award is for a minimum of five years. About Us: Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have established research laboratories, including Advanced Man-Machine Interfaces, Algorithmics, Bioinformatics, Artificial Intelligence, Computer Vision and Multimedia Communications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (www.maci.ca) project. We have standard, state of the art, computational research facilities, as well as extensive computational infrastructure for high performance parallel computing and computer graphics. In 2001 we moved into a new research laboratory building adjoined to a renovated historical building. This combined space provides us with consolidated office and research space in the middle of our campus of more than 30,000 students. Computing Science research is well-funded in Alberta. Several provincial programs provide research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.westgrid.ca, www.macl.ca, www.peona.cs.ualberta.ca/aserc), research chair programs (e.g., www.icore.ca), and the Alberta Ingenuity Fund (www.albertaingenuity.ca). This fund established The Alberta Ingenuity Centre for Machine Learning (www.aicml.ca) in 2002. Our current complement of 47 regular faculty work within a department of about 32 support staff. There are over 200 graduate students and over 500 undergraduate students in our Computing Science degree programs. We also offer joint degrees with Engineering, Business, and other Science departments. Our performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are found. Find further details about us at www.cs.ualberta.ca. To apply send your curriculum vita and the names and addresses of three referees to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8; or Email: everitt@cs.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF WATERLOO** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of bioinformatics, distributed systems, human-computer interaction, and scientific computation. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2003 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most eclectic within Canada. It prides itself on being a leader in Computer Science education and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. Over twenty new faculty members have joined the School recently, resulting in over 60 full-time faculty. The School enjoys an excellent reputation in pure and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now iAnywhere Solutions), Waterloo Maple and OpenTeal Corp. Please see http://www.cs.uwaterloo.ca for further information. Applicants should write to Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, cs-chair@cs.uwaterloo.ca and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three references. To expedite handling of applications, please ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as documentation is complete and as long as positions remain available. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

CRIMINOLOGY

■ **SAINT MARY'S UNIVERSITY** — Applications are invited for a new tenure-track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in Criminology. Applications will be considered for all areas of specialization within this field. Candidates should have a PhD or be near completion. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. The successful candidate will be expected to teach courses at both the graduate and undergraduate level in the Criminology program, and help develop the program. Saint Mary's is uniquely committed to service to the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships as well as those who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, a teaching dossier, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University Halifax, Nova Scotia B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is April 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. This position is subject to final budgetary approval.

EARTH & ATMOSPHERIC SCIENCES

■ **THE UNIVERSITY OF ALBERTA** — The Department of Earth and Atmospheric Sciences and the Department of Biological Sciences, University of Alberta, are jointly seeking an individual who specializes in the study of large-scale landscape and ecosystem processes that includes the use of remote sensing and geographic information systems (GIS). This position will interact closely with our Natural Sciences and Engineering Research Council of Canada (NSERC) – Industrial Chair in Integrated Landscape Management and become part of a large multi-disciplinary initiative that uses remote sensing and GIS to address effects of human activities on the environment. This individual should be capable of teaching introductory remote sensing and GIS courses. The Departments of Earth and Atmospheric Sciences and Biological Sciences have international reputations for excellence in teaching and research. The successful candidate will be expected to teach courses at the undergraduate and graduate levels. The successful candidate will also be expected to enhance that reputation by establishing an innovative, rigorous, and externally funded research program that will include the supervision of M.Sc. and PhD candidates and interaction with other faculty members who are engaged in related research programs. Detailed information on the faculty and facilities in these departments can be found on the World Wide Web at http://www.ualberta.ca/EAS and http://www.biology.ualberta.ca. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree at the time of appointment and have a proven research record and demonstrate excellence in teaching. Applications, including a resume and a statement of research interests, teaching philosophy, and the names of three referees who can supply confidential letters of reference should be addressed to: Dr. Biran Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta T6G 2E3, Canada (Fax. 780-492-8190). Applications sent by e-mail will be declined. The application review process will begin on May 15, 2003 and will continue until a suitable candidate is found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ECONOMICS

■ **WILFRID LAURIER UNIVERSITY** — Applications are invited for a twelve-month Limited Term replacement appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2003. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a

Simon Fraser University
Canada Research Chair (Tier I)
School of Computing Science

The School of Computing Science at Simon Fraser University is seeking candidates for a prestigious Canada Research Chair (CRC) Tier I senior-level faculty position. Applicants are expected to have a truly outstanding research program with a strong record of publication, research funding, and graduate student supervision. Applicants also must have a strong commitment to excellence in teaching. We are seeking candidates whose research focuses on Computer Graphics, Visualization or Multimedia, however highest priority will be given to the overall innovation and promise of the candidate's work than to any specific area. Additional information about the CRC chairs can be found at www.chairs.gc.ca.

Simon Fraser University is consistently one of the top-ranked public universities in Canada. The School of Computing Science currently has over 150 PhD and M.Sc. students, 700 undergraduate majors, and over 40 faculty members. The School is at the outset of a phase of strong growth. As part of the "Double the Opportunity" program of the government, both the number of faculty and students will significantly increase over the next four years. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University.

Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as one of the most scenic waterfront cities, located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural events, skiing, boating, hiking, favorable climate, and clean, safe environment consistently make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and Canadian Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled. For updated information see www.cs.sfu.ca.

Applicants should send a CV, reprints of representative publications and names of six references to: **CRC Search, School of Computing Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. Canada V5A 1S6**, Email: crc-search@cs.sfu.ca.

Lakehead
UNIVERSITY

REGISTRAR

Lakehead University, located in Thunder Bay, Ontario, is a comprehensive university committed to excellence and innovation in undergraduate and graduate education, as well as research and other scholarly activity. More than 6000 students attend Lakehead University, many from Northwestern Ontario, but most coming from beyond the region. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Lakehead University invites applicants for the position of Registrar. Reporting to the Vice-Provost (Student Affairs), the Registrar is responsible for registration of undergraduate and graduate students, course scheduling, production of enrolment based statistics, the development of policies for efficient records management and assist with the coordination of systems related to proactive enrolment management and implementation of academic regulations and procedures. The Registrar is also responsible for production of the university calendar and coordination of convocation proceedings and functions as Secretariat of Senate.

The successful candidate will have proven leadership and administrative skills, the ability to work constructively with faculty, staff and students. He or she should also have excellent interpersonal and problem-solving skills. This individual should have a clear vision to continually improve departmental functions. Working knowledge of computer-based records, administrative and registration systems is required. He or she should also be familiar with current enrolment management practices. A bachelors degree with significant experience is required. A graduate degree is preferred. Applicants should submit a curriculum vitae and the names and addresses of three referees to:

Dr. Kimberly Barrett
Vice-Provost (Student Affairs)
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1

Review of applications will begin on April 30, 2003.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Assistant Professor in Clinical Psychology

UNIVERSITY OF CALGARY

The **Department of Psychology** at the University of Calgary invites applications for a tenure-track assistant professor position in our Canadian Psychological Association (CPA) accredited doctoral program in Clinical Psychology, commencing July 1 or September 1, 2003. The primary criteria for selection of the successful candidate will be potential research productivity, scholarship, and program "fit." Applicants should have demonstrated the potential to develop and sustain an independent research program. All areas of Health Psychology – broadly defined – will be considered, although applicants with demonstrated interests in the areas of child clinical or pediatric health psychology will be preferred. Our faculty members embrace a clinical-scientist model and are active in research, teaching, and clinical training.

Responsibilities: Maintain a productive research program in clinical health psychology, teach in the Department's graduate and undergraduate programs, and contribute to university service activities. This position is part of a university initiative in Health Sciences, and the successful candidate will have teaching responsibilities associated with that program.

Qualifications: A completed PhD in Clinical Psychology from a CPA/APA or APA accredited clinical psychology program, demonstrated ability to conduct research in clinical health psychology, and evidence of effective teaching. Applications, including a statement of interest, curriculum vitae, recent publications, and four letters of recommendation, should be sent by **May 30, 2003** to: **Keith S. Dobson**, PhD; Chair, Clinical Psychology Search Committee; Department of Psychology; University of Calgary; 2500 University Drive N.W.; Calgary, AB T2N 1N4
Tel: (403) 220-5096; Fax: (403) 282-8249; email: keith.dobson@ucalgary.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

CAREERS CARRIÈRES

visible minority, persons with disabilities, and aboriginal people. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** invites applications for a post-doctoral fellowship in the Department of Economics starting in July or September 2003. Funding for the fellowship is provided through the Social Sciences and Humanities Research Council of Canada's five-year Initiative on the New Economy. Candidates should have completed, or be near completion, of their PhD, and should be interested in developing a research program in an area related to the 'New Economy.' Priority will be given to applicants in the following fields: economic history, international economics, labour economics, and technological change. Appointments will be for up to two years. Applicants should submit a CV, three reference letters and a sample research paper. The University of British Columbia hires on the basis of merit. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority. Please submit applications to: Professor Thomas Lemieux, Department of Economics, University of British Columbia, #997-1873 East Mall, Vancouver, BC, Canada V6T 1Z1. Applications will be accepted until April 30, 2003, or until a suitable candidate is found.

EDUCATION

■ **BROCK UNIVERSITY** — The Faculty of Education invites applications for a tenure track position at the level of assistant/associate professor in the area of Second Language Teaching with a specialization in French. The successful candidate will be expected to: teach Methods of second language instruction to pre-service and in-service teachers, supervise pre-service teacher candidates in their practice teaching, supervise graduate students research at the Masters level. Preferred candidates will possess an earned doctorate or equivalent, be fluent in French and Italian or Spanish, have demonstrated excellence in teaching, have a knowledge base in teacher education and show evidence of the ability to develop a record of scholarly work. Prior teaching experience at the elementary or secondary level is required. The appointment will commence September 1, 2003, and is subject to final budgetary approval. Deadline for application is April 30, 2003. Application must include full curriculum vitae and the names, addresses and phone/ fax/e-mail of three or more referees and be sent to: Dr. M Manley-Casimir, Dean, Faculty of Education, Brock University, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca/.

ENGINEERING

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a tenure-track (probationary) position at the Assistant Professor level in the Department of Chemical and Biochemical Engineering. Chemical and Biochemical Engineering at Western has strong research interests in Chemical Reaction Engineering, Fluidization, Polymerization, Biochemical Engineering, Environmental Engineering, Biomaterials Engineering, Industrial Crystallization and Process Control. The successful candidate should have a PhD in chemical engineering or a related discipline with a background in reaction engineering and/or synthesis and handling of pharmaceuticals. Strong candidates in related areas will also be considered. Industrial experience is very desirable. Applicants should have a distinguished research record, excellent communication and teaching skills, and be eligible for registration as a professional engineer in Ontario. Post research and/or teaching experience will be an important consideration in the selection of the successful candidate. The new faculty member is expected to establish an independent research program, as well as seek collaborative opportunities within and across Departments. The individual will also be expected to teach undergraduate and graduate engineering courses, and supervise graduate students. Interested applicants should forward their curriculum vitae, a statement on their research and teaching vision, and the names of three referees to: Prof. S. Rohani, Chair, Department of Chemical and Biochemical Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, N6A 5B9. The deadline for receipt of the application is May 31, 2003 or until the position is filled for an appointment as of July 1, 2003 (or as soon as possible thereafter). This position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for one tenure-track (probationary) faculty position at the Assistant Professor level in the Department of Electrical and Computer Engineering. The Department intends to fill the position with a candidate who has teaching interests in the areas of electronics, electron devices or communication electronics and research interests and expertise in microelectronics, power electronics or communications. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, Biomedical Engineering and Software Engineering. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. Candidates for the above mentioned faculty opening should have a PhD in Electrical Engineering, Computer Engineering, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. The deadline for receipt of applications is May 31, 2003, or until the position is filled. The preferred starting date for the appointment is July 1, 2003 but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. The position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Engineering has created faculty positions to support a new initiative in the instruction of engineering design. The Engineering Design and Innovation Studio (EDIS) at Western is working to realign engineering education with engineering practice through a careful balance of design and engineering science. EDIS also provides a focal point for the study of studio pedagogy in the instruction of engineering design throughout undergraduate and graduate curricula, in response to the evolving need for innovative engineers in a fast-paced, constantly changing global marketplace. Applications are invited for an Assistant Professor (probationary) tenure track appointment in the Department of Mechanical and Materials Engineering in support of this initiative. Applicants must have a strong interest in the teaching of design and in the development of a vigorous research activity. Preference will be given to candidates with expertise in a research field that is complimentary to this field or to the strengths of the department in Fluid Mechanics, Manufacturing and Materials, or Biomechanics (see http://www.engga.uwo.ca/mechanical/default.htm and http://www.engga.uwo.ca/compendium/draft_research_plan.htm). Applicants must hold a PhD degree, have excellent communication skills, and be eligible for registration as a professional engineer in Ontario. Teaching to support EDIS is expected, as well as in more general Mechanical and Materials Engineering courses. The preferred starting date for this position is July 1, 2003. Applications, including curriculum vitae, and the names of three referees will be accepted until May 15, 2003 or until the position is filled, and should be addressed to: Professor J.S. Sheasby, Chair, Department of Mechanical and Materials Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Engineering invites applications for the position of Chair of the Department of Mechanical and Materials Engineering. http://www.engga.uwo.ca/mechanical/default.htm. The appointment will be at the rank of Professor with tenure, effective July 1, 2003 or as soon as possible thereafter. The Chair appointment is normally for up to a 5 year term, renewable. The Department of Mechanical and Materials Engineering has 20 FTE faculty, more than 6 FTE staff members, and over 80 graduate students enrolled in the MESc and PhD programs. It is one of four Departments in the Faculty of Engineering. The Faculty of Engineering (http://www.engga.uwo.ca), has over 85 faculty and 50 staff members, and a total student body which exceeds 1500 undergraduates and 350 graduate students. The Faculty of Engineering is dedicated to advancing The University of Western Ontario's research intensive mission (http://www.engga.uwo.ca/compendium/draft_research_plan.htm). As part of this, it is presently undergoing a rapid expansion, and exciting new opportunities are developing, including the addition of a new state-of-the-art building (Advanced Technology Centre). An energetic and dynamic leader of Mechanical and Materials Engineering is required to work aggressively as part of a leadership team dedicated to further the research and teaching initiatives of the Faculty and the University. The Department of Mechanical and Materials Engineering has research programs in biomechanics, biomedical engineering, thermofluids, materials, solid mechanics and manufacturing, with strong interdisciplinary and inter-Faculty research groups. Partnerships with the Faculties of Medicine & Dentistry, Health Sciences and Science exist, and major research facilities such as the internationally renowned Boundary Layer Wind Tunnel Laboratory and the NRC Integrated Manufacturing Technology Institute are easily accessible. There exist many unique opportunities with industry in London and southwestern Ontario, where The University of Western Ontario is the major research and engineering resource. The undergraduate program in Mechanical and Materials Engineering is in high demand, with strong competition among students to enter the program. After completing a common first year, enrolment into MME is limited to approximately 100 students in each year of the remaining 3 years of the 4 year program leading to the BESc degree. A major initiative to modernize the engineering curriculum within the Faculty by integrating design through all 4 years of undergraduate program is led from the Department by the NSERC-GM Chair in Design and Innovation. We seek a visionary leader who has a University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Mechanical and Materials Engineering (MME) at The University of Western Ontario invites applications for a Canada Research Chair (CRC) Tier II position. The position has been allocated to the Department and is conditional upon successful acceptance of nomination by the CRC board and approval by the Canada Research Chair program of the government of Canada (http://www.chairs.gc.ca/). The Tier II Chair is a (probationary) tenure-track faculty position in MME at the rank of Assistant/Associate Professor level depending on academic and industrial experience. The successful candidate will be an outstanding emerging researcher (within 10 years of receiving his/her PhD) who has demonstrated research creativity, can show evidence of the potential to achieve international recognition as a leader in their discipline within the next five to ten years, and has the potential to attract excellent trainees, students and future researchers. Preference will be given to applicants who propose a research program that is innovative, original, of high quality, and is synergic with the strengths of the department in Fluid Mechanics, Manufacturing and Materials, or Biomechanics (see http://www.engga.uwo.ca/mechanical/default.htm and http://www.engga.uwo.ca/compendium/research_groups.htm). The successful candidate must develop vigorous research activities, collaborate with the existing Faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Teaching in their area of expertise is expected, as well as in more general Mechanical and Materials Engineering courses. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. Applications, including curriculum vitae, and the names of three referees will be accepted May 15, 2003 or until the position is filled, and should be addressed to: Professor J.S. Sheasby, Chair, Department of Mechanical and Materials Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Teaching in their area of expertise is expected, as well as in more general Mechanical and Materials Engineering courses. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. Applications, including curriculum vitae, and the names of three referees will be accepted until May 15, 2003 or until the position is filled, and should be addressed to: Professor J.S. Sheasby, Chair, Department of Mechanical and Materials Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Joint Faculty Position in

HUMAN RESOURCES MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR

SCHULICH School of Business
ATKINSON Faculty of Liberal and Professional Studies

The Schulich School of Business at York University and the School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, invite applications for a tenure-track joint appointment at the Assistant level in Human Resources Management and Organizational Behaviour, effective September 1, 2003 or earlier.

Preferred candidates will:
- Have a strong commitment to scholarly research and publication
- Possess a completed doctorate, or near completion (ABD)
- Provide evidence of effective teaching
- Be qualified to teach in graduate and undergraduate programs.

Salary and benefits are competitive.

This position is subject to budgetary approval. The deadline for receipt of applications is **June 30, 2003.**

Please send curriculum vitae to:
Monica Belcourt, PhD, CHRP
Coordinator
Human Resources Management
School of Administrative Studies
Atkinson Faculty of Liberal & Professional Studies
York University
4700 Keele Street
Toronto, Ontario, M3J 1P3
Telephone: (416) 736-5210
Fax: (416) 736-5963

York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups are encouraged to self-identify. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self-identify. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

SCHULICH SCHOOL OF BUSINESS
Canada's Global Business School™, the Schulich School of Business at York University has strategic linkages in more than 50 countries worldwide, including academic exchange agreements with more than 50 leading international management schools. In addition to extensive programs in Executive Education, Schulich offers PhD, MBA (full-time, part-time and accelerated), International MBA, Joint Kellogg-Schulich Executive MBA, MBA/LLB (together with Osgoode Law School), MBA/MFA, MPA, BBA and International BBA degrees.

Schulich School of Business York University

SCHOOL OF ADMINISTRATIVE STUDIES, ATKINSON FACULTY OF LIBERAL AND PROFESSIONAL STUDIES
The School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies at York University, is one of the largest undergraduate business programs in the country. With more than 3,000 students — majoring in Accounting, Business Research, General Management, Information Technology, Marketing, and Human Resources Management — the School is recognized for its outstanding scholarship and research, as well as flexible learning formats such as Internet and correspondence courses, and day, late afternoon and evening classes. Blending students and educators from all backgrounds, the Atkinson classroom is a diverse and exciting place to teach and learn.

Atkinson Faculty of Liberal and Professional Studies

YORK UNIVERSITY
Founded in 1959, York is Canada's third largest university. Located in Toronto, York attracts 40,000 full-time and part-time students annually from around the world.

YORK UNIVERSITÉ UNIVERSITY redefine THE POSSIBLE

Simon Fraser University
Canada Research Chair (Tier I) in Forensic Science

The Department of Archaeology at Simon Fraser University is seeking applications for a Tier 1 Canada Research Chair in the field of Forensic Science. Qualified candidates will be senior scholars who have accomplished research, publication and case study records in any of the specializations associated with forensic anthropology/forensic archaeology as applied to criminal investigations, mass grave exhumations or international human rights violations. With its primary focus on research, this position will serve as the catalyst for creation of a cross disciplinary forensic research and training centre at Simon Fraser University with provincial, national and international application. Salary will be commensurate with an appointment at the Senior Associate or Full Professor rank.

Information about the Canada Research Chair program may be obtained from the CRC web site: www.chairs.gc.ca. Applications for nomination to this appointment are to be submitted to **Professor Michael Roberts, Chair, Forensic Science CRC Search Committee, Department of Archaeology, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6.** Application packages should include an updated curriculum vitae and a summary letter outlining qualifications as well as on-going and proposed research programs related to the position. Applicants also need to arrange for and have submitted six letters of reference. The application deadline is **November 30th, 2003.** It is anticipated that the Chair will be taken up as of September 1st, 2004. The appointment is contingent on funding by the CRC Secretariat.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CAREERS CARRIÈRES

strong research record, preferably in areas enhancing and complementing the strengths of the Department, including demonstrated success in securing both industrial and government sponsored grant funding. The preferred candidate will have administrative experience and will be able to demonstrate a vigorous commitment to excellence in both undergraduate and graduate teaching. The candidate is expected to foster continued collegiality in the Department and will provide mentorship to faculty, students, and staff. In addition, the preferred candidate will be eligible to be registered as a Professional Engineer in Ontario. Nominations and applications (including a detailed curriculum vitae, names of three referees) should be submitted in confidence to: Dean F. Bensch, Faculty of Engineering, Engineering Building, The University of Western Ontario, London, Ontario N6A 5B9 (bensch@eng.uwo.ca). The review of applications and nominations will begin on May 1, 2003; applications and nominations will be accepted until the position is filled. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position, in connection with its new Center for Intelligent Mechatronics and Materials Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechatronics Engineering, including development of new graduate courses and supervision of graduate students. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering. This thrust includes the establishment of an undergraduate degree program in Mechatronics Engineering, and the establishment of a Tier 1 Canada Research Chair position in IMEMS. Applicants must hold a PhD in mechanical, electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research and teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechatronics Engineering. It is anticipated that the appointment will begin in July of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **THE UNIVERSITY OF WATERLOO** — An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professorial levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group, in the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Software Engineering Board at the University of Waterloo invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF TORONTO** — The Institute of Biomaterials and Biomedical Engineering and The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invite applications for a joint tenure-stream Assistant Professor position. The successful applicant may also have an opportunity to participate in the Centre for Cellular and Biomolecular Research, a new multi-disciplinary research facility. IBBME is part of three Faculties: Applied Science and Engineering, Dentistry and Medicine. The ECE Department a strong interest in interdisciplinary research, particularly in the biomedical field. More information can be found at www.utoronto.ca/ibbme and www.ece.utoronto.ca. The successful applicant will have a PhD, excellent teaching skills, a strong background in his or her discipline and demonstrated success at collaborative research at the interface between electrical engineering and medicine/dentistry. The individual will be expected to teach at the undergraduate and graduate level and initiate and maintain an independent research program of international calibre, in one or more of Nano- and/or Micro-technology (including photonics, electromechanical systems), Systems Biology, or Neural Engineering (especially neural implants). Applicants should send a curriculum vitae, a statement of teaching and research interests, and a list of at least three references to the Chair's Office, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada, or by email to chair.ece@utoronto.ca. The search will continue until the position is filled. Selection will be based on excellence in research and teaching. All qualified candidates are encouraged to apply; however, priority will be given to Canadian Citizens and Permanent Residents. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **THE UNIVERSITY OF ALBERTA** — Applications are invited for a full-time tenure-track position in Petroleum Engineering. Candidates should have a good basic Petroleum Engineering background with a strong interest in production engineering. Candidates with other areas of expertise in Petroleum Engineering are also encouraged to apply. Candidates should have a Doctorate degree in Petroleum Engineering or related fields. The successful candidate will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta. The appointment will be made at a rank determined by the qualifications and experience of the successful candidate. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his or her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research, are required. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 2500 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers B.Sc., M.Eng., M.Sc., and PhD programs in both Mining Engineering and Petroleum Engineering. The School has 10 faculty positions, 143 undergraduate students and 35 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Applicants should send a curriculum vitae including employment history, citizenship, a statement concerning research and teaching interests, names of at least three referees, and samples of refereed publications to: Dr. J.J. Roger Cheng, P.Eng., Chair & CW Carry Professor of Steel Structures, Department of Civil and Environmental Engineering, School of Mining and Petroleum Engineering, 220 Civil Engineering Building, University of Alberta, Edmonton, Alberta T6G 2G7, Canada; Fax: (780) 492-0249; E-mail: rcheng@civil.ualberta.ca Application Deadline: The Selection Committee will begin to review applications on May 15, 2003, but the search will remain open until a suitable candidate has been appointed. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The Canadian Association of University Teachers Announces the 35th Annual

J.H. Stewart Reid Memorial Fellowship for 2003–2004 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Duration of one year

Application Closing Date:
April 30, 2003

The Fellowship recipient will be announced in July 2003. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2002 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2003.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Johanne Smith, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; smith@caut.ca
or visit our web site at http://stewartreid.caut.ca.

CAUT

L'Association canadienne des professeures et professeurs d'université annonce

La 35e bourse annuelle J.H. Stewart Reid pour études doctorales 2003–2004

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 2003

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2003. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2002 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2003.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Johanne Smith, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2; smith@caut.ca ou visiter notre site : http://stewartreid.caut.ca.

ACPPU

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CAREERS CARRIÈRES

Physician Coordinator Clinical Trials Group

Queen's University

NATIONAL CANCER INSTITUTE OF CANADA

Faculty position at operations/statistical center of national cooperative cancer clinical trials group located in attractive, lakeside university community. Suitable for specialty qualified hematologist, medical, surgical, or radiation oncologist with training or experience in coordinating clinical trials. Candidates should be eligible for licensure in Ontario. Academic appointment and opportunity to pursue personal research available at Queen's University. Salary commensurate with qualifications and experience.

Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, aboriginal people, visible minorities, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please send curriculum vitae and names of three potential refcrees to:

Dr. Joseph L. Pater, Director
NCIC Clinical Trials Group, Queen's University
82-84 Barrie Street, Kingston, ON K7L 3N5
Canada.

Application Deadline: ***May 15, 2003***

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Faculty Positions in Bacteriology & Virology

The University of Alberta Faculty of Medicine, Department of Pathology and Laboratory Medicine invite innovative, dynamic and experienced microbiologists/virologists to apply for two full-time academic positions at the Edmonton location of Alberta's Provincial Laboratory of Public Health.

Operating on two sites (Edmonton and Calgary), and supporting provincial and regional public health programs, core functions of the Public Health Laboratory include: diagnostic testing, laboratory-based surveillance, education, and research and development. At the Edmonton site the public health laboratory collaborates with acute care microbiology services for the University of Alberta Hospital, Stollery Children's Center, and Cross Cancer Institute. This represents an 800 bed tertiary care, university teaching complex with specialty programs including solid organ transplantation, cancer care, dialysis, cardiovascular and neurosurgery, burn unit, and intensive care.

Successful candidates will also have service responsibilities in acute care microbiology.

Medical bacteriologist: The successful candidate for the position will have experience and research interests in one or more of the following areas: enteric pathogens, myco-bacteriology, and antimicrobial resistance.

Medical virologist: The successful candidate will have experience in public health and acute care diagnostic virology and research interests in blood borne pathogens (HIV, HCV, HBV) and/or viral infections in the immunocompromised host.

Qualifications include a M.D. or PhD and certification in medical/clinical microbiology, or equivalent experience. Reporting to the Director of the Provincial Laboratory, the successful candidates will also be required to participate in the undergraduate and post-graduate programs of the University of Alberta, and to develop and maintain research programs complementing the service activities of the Laboratory. Academic rank and salary will be commensurate with experience.

Please submit curriculum vitae, a statement of research interests and clinical experience, and arrange to have three letters from referees sent directly to:

Dr Victor Tron, M.D., FRCP(C)
Professor & Chairman, Department
of Laboratory Medicine & Pathology
Faculty of Medicine & Dentistry
4B1.19 WMC, 8440-112 Street
Edmonton, Alberta T6G 2B7
E-mail: vtron@cha.ab.ca.
Deadline: May 15, 2003.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Assistant Professor in French/Spanish
Department of Languages & Literatures

ACADIA UNIVERSITY

The Department of Languagee and Literatures, Acadia Univeyity, invites applicatione for a contractually limited term position (# 10501) at the Assistant Professor level in French/Spanish.

Candidates should have a strong background in French second-language teaching at both beginning and advanced levels. In Spanish, the successful candidate will have a strong background in Peninsular/Latin American literature and/or expertise in translation, as well as language teaching experience. Applicants muet hold a PhD in a related field, and have native or near-native fluency in French and Spanish as well as a good command of English. A desire to contribute to the life and continued growth of the department is essential.

The appointment will commence on August 1, 2003. Please send a letter of application, a curriculum vitae, a list of publications, and copies of recent student evaluations, and arrange for three letters of reference to be sent to: ***Dr. Romira Worvill, Acting Head, Department of Languages & Literatures, Acadia University, Wolfville, NS, B4P 2R6*** for consideration by the Selection Committee.

Acadia is known for the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetory approval has been gronted for this position, Acadia University reserves the right not to fill this position or to fill positions at a level different from the advertised level or term.

Wolfville
Nova Scotia

Applications will be accepted until ***Wednesday, April 30th 2003.***

■ **SIMON FRASER UNIVERSITY** — The School of Engineering Science is planning to fill up to three tenure track positions starting in Summer 2003 or later. The School has active research programs and interests in the broad areas of computer engineering, electronics/MEMS, communications, control systems and optimization, intelligent systems, electrical drives and robotics including mechanism design, vision, sensing and planning. Applicants with a proven scholarly record or demonstrated potential for research and a commitment to undergraduate as well as graduate teaching in any of the aforementioned areas are encouraged to apply. Outstanding candidates in other areas of electrical and computer engineering will also be given a serious consideration. A doctoral degree in electrical, computer or a related engineering discipline is required. In addition, eligibility for registration as Professional Engineer in the Province of British Columbia is preferred. Initial support will be provided to successful applicants for establishing their research program. As well, successful candidates will be eligible for fellowship in the B.C. Advanced System Institute, which carries significant research funding. The School of Engineering Science has 28 faculty members, and will be growing significantly in the next few years. The School offers PhD as well as two master degree programs, and has a flourishing graduate population of 75 full time and 65 part time students. Simon Fraser University serves about 18,000 students, while the School of Engineering Science has 365 students as its undergraduate program. The university has been ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by Maclean's magazine. The university is located on top of Burnaby Mountain in Greater Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boating, scuba diving, saltwater and freshwater fishing, etc. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications will be accepted until the positions are filled. To apply, send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of four referees to: Dr. Mehrdad Saif, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: saif@cs.sfu.ca.

■ **YORK UNIVERSITY** — The Department of Computer Science, York University, Toronto, Ontario, Canada seeks contractually limited Assistant/Associate Professor in Computer Engineering. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an affirmative action employer.

ENGLISH

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track American Literature Assistant Professor position to commence July 2003, subject to budgetary approval. The successful candidate will teach Modern American Literature and one or more sections of Introduction to Literature. Candidates should have a PhD or be near completion, research interests and teaching experience in American Literature, publications and a secondary interest in literary criticism and critical theory. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of thisposition is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vita, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 o.m. May 9, 2003. UCCB, Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS B1P 6L2, tel: (902) 563-1156; fax: (902) 563-1458, e-mail: hr@uccb.ns.ca; website: www.uccb.ns.ca. Please quote reference number AM10301 on all correspondence.

■ **THE UNIVERSITY OF GUELPH** — Applications are invited for these faculty positions, to begin 01 July 2003: Search 7: Contractually-limited assistant professorship in Theatre Studies (2003–2006). MFA or PhD by 7/03 or equivalent professional experience required. Search 8: Tenurable associate professorship in Middle English literature and culture, with expertise in the History of the English Language, Bibliography, and Manuscript Studies. PhD, publications in primary and secondery fields, and at least six years' experience as a university teacher and researcher are required. Teaching responsibilities: Flexible teaching interests essential. For both positions, undergraduate courses in areas of expertise as well as for first-year students and non-majors; directed readings end/or productions as appropriate. For position 8, teaching will include graduate courses and supervisions. To apply: send (or arrenge to have sent) to Prof. Alan Shepard, Director, School of English and Theatre Studies, 427 MacKinnon, Univ. of Guelph, Guelph ON N1G 2W1, all of the following materials: application letter, c.v., writing sample or portfolio of theatre materials (as appropriate), unofficial copy of all graduete transcripts, evidence of teaching effectiveness, and at least three current letters of recommendation. The closing date for receipt of applications is May 8, 2003. Please specify the number of the search to which you are applying. The University of Guelph is committed to en employment equity program thatincludes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **THE UNIVERSITY OF WINDSOR** invites applications for two 12-month limited-term positions in the Department of English in the area of American Literature and Shakespeare and Renaissance Studies commencing as eerly as July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Katherine M. Quinsey, Head, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON N9B 3P4; Tel: 519.253.3000, Ext. 2289; Fax: 519.971.3676; E-mail: kateq@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Jenice Drakich, Director, Faculty Recruitment at 877.665-6606 (toll free) or recruit@uwindsor.ca.

ÉTUDES THÉÂTRALES

■ **UNIVERSITY OF ALBERTA** — La Faculté Saint-Jean de la University of Alberta sollicite des candidatures de charge.e de cours en études théâtrales. La date d'entrée en fonction sera le 1er septembre 2003, et le contrat se terminera le 31 décembre 2003. Le selaire sera déterminé conformément à la convention collective des chaiges de cours et autres employes temporeires de la University of Alberte. Les candidat.e.s qualifié.e.s pour ce poste auront : un diplôme du deuxième ou du troisième cycle en études théâtrales ou l'équivalent; une expérience dans l'enseignement au niveau du premier cycle universitaire; une excellente maitrise de la langue française; une compétance dans la communication interculturelle; ainsi qu'une expérence dans le théâtre de création sur la scène internationale. La personne embauchée sera appelee à enseigner entre autres l'introduction à l'art théâtral, le survol historique du théâtre canadien, ainsi que la théorie et la pratique du processus créatif dans l'écriture en fonction des orientations pédagogiques du programme. L'éventuel candidat.e devra également assurer une animation et un appui auprés du théâtre étudiant. Les démandes seront acceptées jusqu'au 15 mai 2003 ou jusqu'à ce que le poste soit comblé. Une lettre de demande, un curriculum vitae, un dossier d'enseignement et les noms de trois répondant.e.s doivent être envoyés à: Monsieur John A. Boeglin, PhD, Vice-doyen aux affaires académiques, Faculté Saint-Jean, University of Alberta, B406, rue Marie-Anne Gaboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur (780) 465-8760. La University of Alberte encourage les candidatures de toute personne qualifée; cependant, la priorité sera accordée aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou resident.e.s permanent.e.s répondant aux exigences du poste, nous considérerons d'autres personnes. La University of Alberta embauche selon le merite. Nous sommes engagés au pnncipe d'équité en matière d'emploi. Nous favonsons le diversité el encourageons les candidatures de toute personne qualifée, femmes et hommes, y compris les autochtones, les personnes hendicepées et les membres des minorités visibles. Les dossiers reçus pour ce concours seront gerés selon tes dispositions de la Loi de l'accès à l'information et de le protection des renseignements personnels.

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

> Un poste de professeure ou professeur, au rang d'adjoint ou recemment agrégé, au **Dépertement d'études françaises** pour une chaire de recherche du Canada de niveau junior en littérature québécoise.

> Un poste de professeure ou professeur, au rang d'adjoint, au **Dépertement d'histoire** dans le domaine de l'histoire de l'Amérique latine et des Caraïbes.

> Un poste de professeure ou professeur au rang d'adjoint, d'agrégé ou de titulaire récemment promu(e), au **Dépertement de philosophie** dans le domaine de la langue et de la littérature grecques anciennes.

> Deux postes de professeure ou professeur au rang d'adjoint, à l'**École de service social** dans le domaine du travail social.

> Un poste de professeure ou professeur au rang d'adjoint ou d'agrégé à l'**École de service social** dans le domaine de la méthodologie de l'intervention sociale.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au pnncipe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université de Montréal

CAREERS CARRIÈRES

FINE ART

■ **THE UNIVERSITY OF GUELPH** — The School of Fine Art & Music invites applications for a full-time, contractually-limited faculty position in Studio Art (Drawing) at the rank of lecturer or assistant professor for a period of 12 months, commencing July 1, 2003. Duties will include teaching five courses, at least four of which will be in elementary and intermediate drawing. The fifth course will be either in drawing or a section of Visual Studies in 2D media. The successful candidate will be expected to engage in scholarship, research, and creative activities. Duties will also include serving on committees and carrying out other service within the school. Applicants must hold an MFA degree or have equivalent professional experience; they must have, as well, a strong exhibition record. Previous successful teaching at the university level will be an asset. Salary range for these positions is $47,402 to $54,424 depending on credentials and relevant professional experience. Applicants should send a letter, current curriculum vitae (including previous teaching experience and e-mail address), 20 slides of current work and a list of three references (address, telephone, and e-mail) by April 30, 2003 to: Dr. Edward R. Phillips, Acting Director, School of Fine Art and Music, University of Guelph, 201 Zavitz Hall, Guelph, Ontario N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Fine Arts invites applications for a tenure-track position in Studio Art at the rank of Assistant Professor commencing July 1, 2003. The successful candidate will have an MFA or equivalent, a strong exhibition history, a proven commitment to teaching and a vital art practice. We are looking for candidates whose practice and teaching experience include a variety of media. In addition to drawing, candidates should have expertise in at least two of the following areas: computer imaging, sculpture, printmaking, photography or painting. Teaching duties will include all four levels of undergraduate study as well as graduate supervision in our MFA program for which a demonstrated knowledge of contemporary art theory is required. The Fine Arts Department offers a collegial atmosphere in a small, vibrant department, within a renowned, innovative university. The primary focus of the department is in Studio, however we offer full degree programs in Art History and Film Studies. There are a number of important arts institutions within the region including The Canadian Clay and Glass Gallery, The Kitchener Waterloo Art Gallery and The Cambridge Galleries. Applicants should send their curriculum vitae, 20 recent slides, names of three referees, and outlines of up to three courses recently taught, to the attention of Professor Jane Buyers, Chair, The Department of Fine Arts, University of Waterloo, 200 University Ave West, Waterloo, N2L 3G1. Applications will be considered at any time, until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **BISHOP'S UNIVERSITY** — The Department of Fine Arts invites applications for a full time, 10 month temporary appointment in art history, beginning September 1, 2003. Duties will include the teaching of a variety of art history courses with particular emphasis on contemporary art and critical theory. The successful candidate will possess a PhD or be very near completion, have a record of successful teaching at the university level, and show scholarly promise. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Michael J. Childs, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is May 16, 2003.

FRANÇAIS

■ **QUEEN'S UNIVERSITY (Kingston)** — Le Département d'Études françaises de Queen's University (Kingston) sollicite des candidatures pour un poste de trois (3) ans (non renouvelable) dans le domaine de la littérature québécoise. L'attribution du poste est sujette à l'approbation budgétaire. Le/la candidat/e choisi/e aura à enseigner cinq (5) demi-cours par année, y compris éventuellement un cours de 2e/3e cycles, a mener des recherches et à publier dans son domaine de specialisation, à assumer au besoin la direction de thèses de maîtrise ou de doctorat, et à participer à l'administration et à la vie intellectuelle du département. Les candidats doivent avoir un doctorat en main et une expérience pertinente de l'enseignement. Le poste sera attribué au rang de professeur adjoint; les conditions de travail sont fixées par la convention collective entre l'université et la Queen's University Faculty Association (voir http://www.queensu.ca/qufa pour les détails). Les candidats sont priés d'envoyer un curriculum vitae, une description de leur expérience d'enseignement, et trois lettres d'appréciation avant le 30 avril 2003 à l'adresse suivante: Directeur, Département d'Études françaises, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Queen's University pratique une politique d'équité en matière d'emploi et invite des candidatures de femmes et d'hommes qualifiés, de minorités visibles, de peuples autochtones, de personnes handicapées, et de personnes appartenant à des minorités sexuelles. Conformément aux règlements de l'immigration canadienne, tous les candidats sont encouragés à poser leur candidature, cependant, la préférence sera accordée aux citoyens canadiens et aux immigrants reçus.

HEALTH & EPIDEMIOLOGY

■ **THE UNIVERSITY OF SASKATCHEWAN** — Position: The Department of Community Health and Epidemiology (CH&E) and the Institute of Agricultural, Rural and Environmental Health (I.A.R.E.H), College of Medicine, University of Saskatchewan, invite applications for a joint three-year term position at the Lecturer or Assistant Professor level, starting September 1, 2003. Qualifications: A Master's degree in Statistics, Biostatistics or Epidemiology is required for appointment at the level of Lecturer; a doctoral degree in one of these disciplines is required for appointment at the level of Assistant Professor. Assets for this position include experience in: clinical and epidemiological research, the analysis of large databases, the use of the statistical software packages SAS and SPSS, and teaching at the university level. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Responsibilities: The successful candidate will provide biostatistical and epidemiological support for clinical faculty in the College of Medicine and research faculty at I.A.R.E.H. The individual will assist with the teaching of graduate and undergraduate courses in Biostatistics and Epidemiology in the Department of Community Health and Epidemiology. Employment Equity: The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities and members of visible minorities. To Apply: Applicants are invited to send a curriculum vitae and the names of three referees to: Dr. B. Reeder, Department of Community Health and Epidemiology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5. Closing date for applications is April 30, 2003.

McGill

Faculty Position in Music Theory

The Department of Theory is inviting applications for a one-year, non-tenure-track appointment at the rank of Faculty Lecturer

The appointment will commence September 1, 2003, and will normally be renewable annually to a maximum of three years

Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants with a specialization in mathematical modeling of 20th century music who are able to teach a broad range of undergraduate and graduate theory courses, including graduate supervision.

Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to

Professor Brian Cherney
Chair, Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, Quebec, H3A 1E3

Deadline: May 15, 2003 or when the position is filled. The position is subject to final budgetary approval

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment

www.mcgill.ca

"Brock's smaller classes are highly conducive to an MBA program. I'll have the opportunity I want to know my students and push the Human Resources profession. I've been impressed by my Brock colleagues and the Dean's support of research."

Professor Deborak Zinni, Faculty of Business

The Faculty of Business:
The Faculty consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 55 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, each with a co-op option, as well as a Masters of Accountancy (MACC). An MBA program is being introduced in 2003.

Faculty of Business

Positions Available

The Faculty of Business, Brock University invites applications for tenure track positions starting July 1, 2003 in the following areas:

- Accounting (All Areas will be considered– Financial Accounting, Managerial Accounting, Tax, Accounting Information Systems, Audit)
- Entrepreneurship
- Human Resource Management (Those with experience as an HR generalist and who possess the CHRP designation are especially encouraged to apply)
- International Business
- Management Information Systems (Database Management, E-business/commerce)
- Marketing (Business to Business Marketing, Advertising, Distribution)
- Strategy

Brock University
thrive
Careers begin here!

Brock University is located in the heart of the Niagara region of Ontario, Canada – an area known for its beauty and diversity. With one of the most temperate climates in Canada the Niagara region is famous for its fruit growing and wine making and is a popular tourist destination. The region is also a major industrial/commercial corridor providing gateway access to international markets. Located just fifteen minutes by car from Niagara Falls, Brock University is an attractive well-designed campus situated on the top of the Niagara Escarpment bordering on extensive Carolinian forests.

Description:
Full-time, tenure-track, rank open at Assistant, Associate or Full Professor level, dependent upon qualifications.

Salary:
Competitive and commensurate with qualifications.

Qualifications:
Qualifications include a PhD (completed or near completion) or equivalent and a commitment to excellence in teaching and research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure:
Applications will be accepted until the positions are filled and should be submitted, with curriculum vitae and the names and addresses of three referees, to:
Dr. Martin Kusy, Dean
(TA313) Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail mkusy@spartan.ac.brocku.ca

More information on these positions can be found at the Web site listed below.

www.brocku.ca/hr/faculty

OKANAGAN UNIVERSITY COLLEGE

Dean of Science

Okanagan University College invites applications and nominations for the position of Dean of the Faculty of Science. It is anticipated that the appointment will become effective January 1, 2004 and will be for a five-year term, renewable upon successful review.

Located in one of Canada's most attractive and fastest growing regions, OUC operates major campuses in Kelowna, Penticton, Salmon Arm, and Vernon. With an enrolment of more than 7,000 students, it employs approximately 900 faculty and staff. OUC is a full member of AUCC, and is rapidly developing a vibrant national and international research profile.

The Faculty of Science at OUC has over 900 students and 80 faculty members, and an operating budget of $6.5 million. The Faculty offers bachelor degrees with majors in Biology, Chemistry, Computer Science, Earth and Environmental Sciences, Environmental Chemistry, Freshwater Science, Mathematics, Mathematical Sciences, Physics, and General Science, and a Bachelor of Computer Information Systems as well as an Associate of Science degree, and a Diploma in Computer Information Systems. There is an active co-op program, and Honours programs in several departments. The Faculty is embarking upon the development of master 's level graduate programmes.

OUC is seeking an established scholar and intellectual leader with excellent administrative and interpersonal skills. The new Dean will promote innovative research and teaching across all disciplines, will promote the Faculty inside and outside the university, and will foster and develop partnerships to meet the research and innovation agenda of OUC and the region.

For further information on Okanagan University College and the Faculty of Science visit the OUC web site given below. Further information on the position is available at www.ouc.bc.ca/jobpostings.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

The Search Committee will commence consideration of candidates after May 15, and will continue to do so until the position is filled. Nominations and applications, including full details of teaching, research, and administrative experience along with a detailed curriculum vitae, should be submitted quoting **Competition No.04ADM03**, by mail, fax, or electronically to:

Dr. Peter Ricketts
Chair, Dean of Science Search Committee
Office of the Vice-President

Okanagan University College
3333 College Way, Kelowna, BC V1V 1V7
Tel: 250-470-6028 • Fax: 250-470-6009
Email: vpacademic@ouc.bc.ca.

www.ouc.bc.ca

OUC
Okanagan University College

CAREERS CARRIÈRES

HISTORY

■ **SAINT MARY'S UNIVERSITY** — The Department of History invites applications for a tenure-track appointment at the assistant professor level in Modern Latin American and/or Modern American History. The successful candidate will be responsible for teaching an introductory survey of the "History of the United States since 1865" as well as upper level courses in both Modern Latin American and Modern American History. An ability to teach in one or more of the following fields would also be considered an asset: Native History, African-American History, Historiography, and Public History. The successful candidate will be joining a department with a vigourous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community that we are currently enhancing through the creation of a Public History component of our program. For further information visit our web page: http://www.stmarys.ca/academic/arts/history. The appointment will commence on July 1, 2004, subject to budgetary approval. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a c.v., contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3, Fax (902) 420-5141, E-mail: history@stmarys.ca. The closing date for receipt of applications is August 25, 2003. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of History invites applications for a tenure-track position in the Twentieth Century (excluding Russia). This appointment will begin on January 1, 2004 at the assistant professor level. PhD and publications are strongly preferred. Evidence of a strong commitment to research and of excellence in teaching is required. Applicants should submit their letter of application, Curriculum Vitae, and any other supporting materials, along with three confidential letters of reference to Larry Stewart, Head Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5, Canada, (Fax: 306-966-5852; E-mail: hist.dept@usask.ca). The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. This position has been cleared for advertising at the tier-two level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The consideration of applications will commence on April 30, 2003.

INTELLIGENT MANUFACTURING SYSTEMS

■ **THE UNIVERSITY OF WINDSOR** — The Intelligent Manufacturing Systems (IMS) Center at the University of Windsor invites applications for Post Doctoral Fellow (PDF) positions associated with the Canada Research Chair in Manufacturing Systems Engineering announced in November 2002. Initial appointments are for 2 years and may commence immediately. For a detailed description of these positions and required areas of expertise visit our website at: www.uwindsor.ca/facultypositions. Apply to: Dr. Hoda ElMaraghy, Chairholder and Director of the IMS Center, 204 Odette Building, University of Windsor, Windsor, ON, Canada N9B 3P4; Tel: 519.253.3000, Ext. 3439; Fax: 519.973.7053, Email: hae@uwindsor.ca.

INTERNATIONAL DEVELOPMENT STUDIES

■ **SAINT MARY'S UNIVERSITY** — International Development Studies is an interdisciplinary program at Saint Mary's University offering undergraduate degrees as well as MA degrees and a Graduate Diploma. The Faculty of Arts invites applications for a new tenure-track position in this program at the rank of Assistant or Associate level commencing August 1, 2003. The specialization is open, but preference will be given to scholars in development economics or the political economy of international development, and also to those with an area interest in either Asia or Latin America. Applicants must have a PhD and a record of scholarly productivity and teaching at graduate and undergraduate levels. Successful candidates will be cross-appointed to an appropriate department in the Faculty of Arts. They will be expected to support the core International Development Studies program at both undergraduate and graduate levels, help develop the program, and participate in the supervision of Honours and Masters theses and projects. A search for a Co-ordinator of the International Development Studies program is also underway. At their discretion, applicants for the new tenure-track position can indicate their interest in being considered for the position of Co-ordinator in combination with the professorial appointment. To qualify, such applicants must be established and active scholars, experienced and effective administrators in the academic setting, and have a record of successful teaching at graduate and undergraduate levels. The Co-ordinator will have a vision for the International Development Studies program, and have demonstrated skills in leading a diverse community of interdisciplinary scholars from across the University. The appointment would be at the rank of Associate or Higher. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, and a teaching dossier. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Application packages and letters of reference should be sent directly to Dr. Esther E. Enns, Acting Co-ordinator of International Development Studies and Dean of Arts, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is April 15, 2003. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Appointment is subject to final budgetary approval; salary will be commensurate with rank.

LANGUAGE & CULTURE

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Arts invites applications for a Tier 1 Canada Research Chair in Language and Culture to begin as soon as September 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UW's Canadian Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture. In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimedia for humanities computing, hypertext, text analysis and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits. Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by June 15, 2003 to Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Please note that all CRC appointments are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

LAW

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, Carleton University, Department of Law, Faculty of Public Affairs and Management, invites applications for two-year term position at the rank of Instructor, commencing July 1, 2003. Candidates should normally hold a law degree, or a graduate degree in a related discipline and have a strong record of teaching in an interdisciplinary law program. Applicants are encouraged from candidates with teaching interests in one or more of the Department's core undergraduate courses, including Introduction to Legal Studies, Private Law or one of the Department's First Year Seminar offerings. The Department offers a B.A. in Law, and an M.A. in Legal Studies. It is a participating unit in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to research in legal studies, and a demonstrable interest in teaching from an interdisciplinary perspective is a distinct advantage. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to the principle of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants are requested, by April 30th, 2003, to forward a letter of application, their curriculum vitae, a summary of teaching experience, and should arrange to have three referees forward supporting letters to: Professor Peter Swan, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, email: pswan@ccs.carleton.ca.

LAW & JUSTICE

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Law and Politics invites applications for a tenure-stream appointment in Law and Politics at the assistant professor level commencing July 1, 2003, subject to budgetary approval. The Department offers an undergraduate programme in the disciplines of Law and Justice and in Political Science. In recognition of the strong linkages between the disciplines of Law and Political Science, the Department is developing an interdisciplinary programme in "Law, Politics and Advocacy". The successful candidate will hold a PhD, or be near completion. Preference will be given to candidates who have an LLB, or a combination of Law and Political Science degrees, who demonstrate an understanding of the intersection of the disciplines, and show promise of excellence in teaching and research. Areas of specialization are open, however, we are especially interested in candidates who are capable of teaching a variety of courses in the current discipline of Law and Justice and coordinating a number of Sessional Faculty who are primarily members of the private bar. Algoma University College offers over 25 undergraduate degree programmes and emphasizes a student-centred approach in a small, personal environment (for more information, visit our website at www.auc.ca). Algoma University College has a strong commitment to its historical relationship with Indigenous peoples. Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center – theatre, music, restaurants, galleries, recreation and professional services – in combination with the friendliness, safety, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tour experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Candidates are invited to submit a Curriculum Vitae, a statement of research and teaching interests, samples of publications, and the names of three referees to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled.

LINGUISTICS

■ **THE UNIVERSITY OF VICTORIA** — The Department of Linguistics invites applications for an 8-month position as a sessional instructor, effective 1 September 2003. Qualifications: PhD in Linguistics with a strong commitment to research. The successful candidate will teach undergraduate courses in syntax, semantics, and the lexicon. Familiarity with minimalism and a non-transformational theory (e.g., HPSG or LFG), and teaching experience is preferred. Deadline for application: 30 April 2003. (Applications will be considered until position is filled.) Please submit a cover letter, curriculum vitae, teaching dossier, a sample of published work, the names and contact information for three referees, and any additional supporting documents to the address below. Please send electronic versions of your cover letter and curriculum vitae to linguist@uvic.ca. Dr. Thomas E. Hukari, Chair, Department of Linguistics, University of Victoria, PO Box 3045, Victoria BC V8W 3P4, Phone: (250) 721-7422, Fax: (250) 721-7423; Web site: http://www.uvic.ca/ling/. The appointment will be within the CUPE 4163 (component 3) Sessional Lecturers certification. Applicants for this position will also be considered for any additional sessional positions available in the department for 2003–2004. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

UNBC

College of Arts, Social & Health Sciences

Assistant Professor, History and Women's Studies
Tenure Track

The University of Northern British Columbia invites applications for a tenure-track position in the History Program at the rank of Assistant Professor in the College of Arts, Social and Health Sciences. The expected start date for this position is July 1, 2003, subject to budgetary approval. The College is one of two at the University of Northern British Columbia and includes a set of Programs that focus on the development of human resources and the quality of life. These Programs are, therefore, concerned with people, health, culture, and values. The College enjoys close working relationships with the various communities of Northern British Columbia, including First Nations in the North.

The successful candidate will teach a variety of courses in the history of women and gender, with the preferred area of expertise either European or Asian; candidates with an interest in health or medicine are especially encouraged to apply. Candidates should posses a Ph.D. in either History or Women's Studies, or be near completion. Salary and rank will depend on qualifications and experience.

Please direct inquires to Professor Gordon Martel, Chair, History Program at (250) 960-6682, Fax: (250) 960-5545, E-mail: martel@unbc.ca.

Competition **#FAHIWS05-03B**

Assistant Professor, English Program
Tenure Track

The University of Northern British Columbia invites applications for a tenure-track position in the English Program at the rank of Assistant Professor. It is expected the position will begin July 01, 2003, subject to budgetary approval. The Program is interested in applications from a candidate with a specialization in Women's Studies focusing in Gender Theory and Women's Literature. Applications will be especially welcome from candidates with a secondary specialty in one of the following areas: children's literature, film studies and cultural studies.

The successful candidate will teach English courses across the curriculum and may teach courses at the graduate level in English and Gender Studies. A PhD is the expected qualification. Candidates must also demonstrate a promising research profile.

The University of Northern British Columbia is a small, research-intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. For more information on the English Program at UNBC, refer to our Web site at www.unbc.ca/english.

Please direct inquiries to Dr. Stan Beeler, Chair of English, at (250) 960-6619, Fax: (250) 960-5545, Email: stan@unbc.ca

Competition **#FAEN03-03B**

Candidates interested in this exciting and unique opportunity should forward their curriculum vitae and the names and addresses of three references (including telephone, fax, and e-mail address) **quoting the appropriate competition number to: Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9, Fax: 250-960-7300.** Applications received before **April 14, 2003** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

UNIVERSITY OF WATERLOO

CANADA RESEARCH CHAIR (TIER I) IN SHEET METAL & TUBE FORMING

The Department of Mechanical Engineering invites applications for a prestigious Research Chair in Sheet Metal and Tube Forming. This position will be a Tier I Canada Research Chair, funded under the Canada Research Chair program (www.chairs.gc.ca). The chair position is tenure track and the holder will be appointed within the Solid Mechanics group at the Associate Professor or Professor rank. The chair holder will assume a leadership role within a rapidly expanding research group in the area of sheet and tube forming. Current industrial-funded activities in this area include major programs, with funding of approximately $1M per annum, on the formability of light-weight sheet materials, as well as tube hydroforming and bending for light weight automotive applications.

The chair holder is expected to have international stature and expertise in the area of sheet and tube forming, in particular the plasticity and/or tribology aspects of these processes. In the near future, this research thrust will expand further to include an NSERC Industrial Chair, with associated senior and junior faculty positions, numerous post-doctoral fellows, research engineers, technologists and graduate students. The ability to attract further industrial funding will be valued greatly. The chair holder will supervise graduate students and undertake an active research program. In addition, the chair holder will have the opportunity to teach undergraduate and graduate courses within a Cooperative Education Program at a world-class university. Over the past ten years, Waterloo has held and currently holds the highest ranking amongst Canadian comprehensive universities, based upon an annual survey performed by a national news magazine.

Applicants must hold a PhD in Mechanical Engineering or related discipline and have relevant experience, the potential or proven ability for excellence in teaching, and excellent communication skills. It is anticipated that the appointment will begin July 1, 2003 or as soon as possible thereafter.

All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to:

Professor G.E. Schneider
Department of Mechanical Engineering
University of Waterloo
Waterloo, Ontario, Canada N2L 3G1.

Appointments are subject to the availability of funds.

The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. Under Citizen and Immigration Canada rules, eligible applicants for Canada Research Chairs include Canadian citizens, permanent residents and persons from abroad.

University of Waterloo

BUILDING A TALENT TRUST

CAREERS CARRIÈRES

MANAGEMENT

■ **SAINT MARY'S UNIVERSITY** — Applications are invited for a tenure-track appointment at the Assistant Professor level start ing July 1, 2003. We seek individuals with teaching and research skills in either organizational behaviour/human resource management or business policy/strategic management, with a strong preference for candidates with expertise in business ethics in their discipline. Candidates are expected to have a PhD in either of these two areas or to be near completion of their degree. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels, including courses in their specialty area. The successful applicant will be expected to conduct and supervise research and to contribute to Management's M.B.A. and PhD programs. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Developing and maintaining relationships with the profession, the business community and alumni through executive education and applied research is desirable. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department please see our website at http://www.smu.ca. Applicants should furnish a curriculum vita, copies of reprints, a letter describing teaching and research interests, and the names of three referees to Dr. David Wicks, Chairperson, Department of Management, Saint Mary's University, Halifax, NS, B3H 3C3, Telephone: (902) 420-5804, Fax: (902) 420-5119, Email: david.wicks@smu.ca. Review of applications begins immediately and will continue until the position is filled.

MATHEMATICS

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Mathematics and Computer Science invites applications for a tenure-track position in Mathematics at the Assistant Professor level. Candidates should have a PhD in Mathematics, or be near completion, and a demonstrated commitment to teaching, as well as to research. Duties for this position include teaching a broad range of mathematics courses ranging from first-year courses in calculus, linear algebra and discrete mathematics through differential equations to third-year courses in abstract algebra, real variables, and complex variables, as well as participating in the running of a regional mathematics contest, research, and committee service. The successful candidate will be joining a department of researchers and instructors who are developing and delivering a number of unique undergraduate degree programmes in Computer Science and in Information Technology. The Department also encourages collaboration with researchers and instructors at a UK university who are planning the delivery in the next academic year of a master's level degree programme in Computer Game Development using the Algoma campus as its distance learning access partner. The effective date of the appointment will be July 1, 2003. Algoma University College offers over 25 undergraduate degree programmes and emphasizes a student-centred approach in a small, personal environment (for more information, visit our website at www.auc.ca). Algoma University College has a strong commitment to its historical relationship with Indigenous peoples. Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tourism experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Candidates are invited to submit a Curriculum Vitae, a statement of research and teaching interests, and the names of three referees to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled.

■ **WILFRID LAURIER UNIVERSITY** — Postdoctoral research position. An immediate opening is available for a postdoctoral research fellow in the area of Computational Financial Mathematics. The salary is competitive at $45K/year, with funding provided for a year and renewable for a second year. The applicant should have a PhD in Mathematics or a related area of applied or computational mathematics such as theoretical physics, mathematical physics, or probability theory. The ideal candidate would have expertise in numerical methods for solving partial differential equations or stochastic differential equations with the use of lattice methods, path integral methodologies, Monte Carlo techniques, as applied to the pricing of complex financial derivatives. Knowledge or experience with programming numerical applications using High Performance Computing is preferred. Apply with updated curriculum vitae and have three letters of recommendation sent to: Dr. G. Campolieti, SHARCNET Chair in Financial Mathematics, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5, fax: (519) 884-9738, e-mail: gcampoli@wlu.ca.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/Index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives, and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MEDICINE

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Institute for Hearing Accessibility Research (IHEAR) at UBC invites applications for the position of Director. IHEAR is an interdisciplinary unit involving researchers from a variety of disciplines across campus and the broader community, including opthamology, education, anthropology, audiology, computer science, engineering, linguistics, and psychology. The successful candidate will be a scholar of high standing with demonstrated commitment to research and teaching in hearing accessibility from the perspective of any relevant discipline. The individual must also have strong administrative skills, a proven record in obtaining research grants and funding, and a passion for interdisciplinary research. The Director is expected to devote considerable attention to ensuring the financial viability of, and broad participation in, IHEAR. They will also oversee the development of a major laboratory facility for hearing accessibility researchers. This is a five-year appointment, and may renewed into a second term. The successful candidate will be a tenured faculty member in a Department that most closely represents their disciplinary affiliation. The Director's appointment becomes available July 1, 2003, with the actual starting date to be negotiated. The closing date is April 22. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a letter describing their interest in the position, a curriculum vitae, names and addresses (postal, phone, and e-mail) of at least four references, and examples of recently published work to the Chair of the Search Committee for the Director of IHEAR: Dr. Freda Granot, Dean, Faculty of Graduate Studies, University of British Columbia, 6371 Crescent Road, Vancouver, BC V6T 1Z2, Telephone: (604) 822 2931 or E-mail: Lilian.Koh@ubc.ca.

MODERN LANGUAGES

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Modern Languages invites applications for an eight-month sabbatical replacement appointment commencing September 1, 2003, with an option of teaching Spring courses beginning May 6, 2003. The successful candidate must have completed a minimum of an MA. Preference will be given to candidates holding a PhD or near completion. The Department presently offers an undergraduate program in French, Italian, Spanish, and Ojibwe. The Department is considering introducing a new course of study in language and business language. Preference will be given to candidates with a strong background in business language and a demonstrated teaching ability in French and at least one of Spanish and Italian. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON, P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and Eco-tour experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Candidates are invited to submit a Curriculum Vitae, a statement of research and teaching interests, and the names of three referees to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled.

MUSIC

■ **BROCK UNIVERSITY** — The Department of Music invites applications for a tenure-track appointment in Studio Piano at the Assistant or Associate Professor level, effective July 1, 2003. Applicants should have a completed DMA degree or equivalent professional experience, and possess effective teaching skills, as well as strong organizational and interpersonal skills. Previous teaching experience at the post-secondary level is an asset. The successful candidate will be expected to maintain a high-level performing career, and to promote the Department through concertizing, workshops, recordings, as well as liaison with community organizations and prospective students. Within the Department the full-time teaching load will include weekly piano lessons, weekly piano masterclasses, co-ordination of the applied music program, and other duties determined by the Dean upon recommendation of the Chair. Information about the Department of Music can be found at: www.BrockU.CA/music/. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Review of applications will begin after April 30, 2003. Applications will be received until the position is filled. Letters of application, dossiers, and three confidential letters of reference are to be sent to: Dr. Peter Landey, Chair, Department of Music, Brock University, St. Cathannes ON L2S 3A1, E-mail: music@brocku.ca, Phone: (905) 688-5550 ext. 3817, Fax: (905) 688-2789.

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Music, is seeking a cellist for an Artist-in-Residence appointment. Duties include performing as a member of the Penderecki String Quartet, and teaching chamber music, individual lessons and masterclasses. The Penderecki String Quartet performs up to 75 concerts per season; the successful applicant must be willing to travel extensively. Teaching experience and international stature as a performer required, graduate degree desirable. Starting date: July 1, 2003. Quartet starting date to be negotiated. Closing date for applications is May 1st, 2003. Applications, including CV and three confidential letters of reference, should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Do not send recording materials unless they are requested. For more information on the Penderecki String Quartet see: www.ps4.ca. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

NATIVE STUDIES

■ **ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Native Studies Programme invites applications for an entry-level, limited-term appointment to commence July 1, 2003. The successful candidate will have expertise in Micmac or Maliseet/Passamaquoddy languages. A PhD in Native Studies or Linguistics or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Roland Chrisjohn, Director, Native Studies Programme, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: April 15, 2003, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

Lakehead
UNIVERSITY

TENURE-TRACK POSITION
SCHOOL OF OUTDOOR RECREATION, PARKS & TOURISM

Located on the northwestern shore of Lake Superior, Lakehead University is home to the School of Outdoor Recreation, Parks and Tourism. Steeped in the cultural and natural history of the Canadian Shield, Lakehead University and the City of Thunder Bay offer unique personal and professional opportunities. The surrounding landscape of Northwestern Ontario provides a superb setting for teaching and research in Nature-based Tourism, Parks and Outdoor Leadership.

The School of Outdoor Recreation, Parks and Tourism at Lakehead University invites applications for a tenure-track position, to commence August 1, 2003. The School offers a dynamic, interdisciplinary undergraduate program that consists of a core of courses and specializations in three streams: parks, tourism and outdoor leadership. The School expects to begin offering a Master's of Environmental Studies program in Nature-based Recreation and Tourism in September 2003. Faculty and student research in the School is supported and facilitated by the School's Centre for Recreation, Parks and Tourism Research.

Applicants should be able to teach in the parks stream or the tourism stream, or both, in addition to being able to contribute to the core program. Applicants for this position will have demonstrated a strong record or potential for teaching and research. A completed PhD is expected. Further information about programs, faculty members and staff in the School of Outdoor Recreation, Parks and Tourism is available on the Internet (www.outdoorrec.on) or can be obtained by contacting the Acting Director of the School, Dr. Bob Payne (807 343 8758; rjpayne@mailI.lakeheadu.ca).

Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints and pre-prints of publications and the names and addresses of three referees to:

Dr. Ian Newhouse
Interim Dean, Professional Schools
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on the Lakehead University website at http://www.lakeheadu.ca/~humanres/forms.html.

Review of applications will begin immediately.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

This is our point of view. We want to know yours.

UBC IS HIRING 150 NEW FACULTY. LET'S TALK **OPPORTUNITIES**

We've told you about our opportunities for research and our reputation for excellence. We've told you why Vancouver is a great place for you and your family to live. And we've told you that we will hire 150 faculty this year. Several of those positions are open right now, including:

- Department of Mechanical Engineering:
  Canada Research Chair (CRC) in Electro-Mechanical Engineering
  www.apsc.ubc.ca/careers/MECH_electromech_crc.htm
- Faculty of Dentistry: CRC in Protease Proteomics
  www.dentistry.ubc.ca/employopps/facultyrecruitment.stm
- Faculty of Science: Head, Department of Physics & Astronomy
  www.facultyrelations.ubc.ca/faculty/ads/phashead.htm
- Faculty of Medicine: Head, Department of Pathology and Laboratory Medicine
  www.facultyrelations.ubc.ca/faculty/ads/pathhead.htm
- The Faculty of Education: First Nations/Indigenous Education
  www.educ.ubc.ca/news/jobs/index.html
- Faculty of Commerce and Business Administration: Marketing
  www.commerce.ubc.ca/faculty/faculty_openings/marketing.cfm

These are just a few of our opportunities. To see more, visit our web site: www.facultyrelations.ubc.ca

UBC

THE UNIVERSITY OF BRITISH COLUMBIA

CAREERS CARRIÈRES

NURSING

■ **THE UNIVERSITY OF NEW BRUNSWICK** — The Faculty of Nursing invites applications for tenure-track or instructor positions beginning on August 1, 2003 (subject to budgetary approval). Salary and rank will be commensurate with qualifications and experience. Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The Faculty of Nursing is located on the UNB Fredericton campus with two ancillary sites in Moncton and Bathurst, a cooperative relationship with the Department of Nursing at UNB-Saint John, and a collaboration with Humber College in Toronto. The Faculty of Nursing has recently opened a "down-town" Community Health Clinic for vulnerable people, which not only helps to serve the health care needs of our community but provides opportunities for faculty research and student practice. Further information about the University of New Brunswick and the Faculty of Nursing is available at http://www.unb.ca. The Faculty of Nursing offers three programs leading to a baccalaureate degree: basic BN, Advanced Standing BN, and a distance BN/RN. An MN program, including thesis, report, and an Advanced Nurse Practitioner stream, is offered for full and part-time study using various distance technologies. The Faculty has international affiliations and numerous educational and research partnerships with the practice community. In 1998, the faculty received a 7-year CAUSN accreditation, reflecting successful implementation of a caring curriculum and commitment to an interactive, co-learning teaching philosophy. The preferred candidates will have graduate degrees in Nursing, up to the doctoral level, current clinical expertise, and demonstrated excellence in research and scholarly endeavors. Experience and/or interest in course development for using diverse technologies for distance delivery is an additional strength. Candidates must be eligible for registration with the Nurses' Association of New Brunswick. Preference will be given to candidates who demonstrate one of the following: 1. Expertise in acute care nursing and a vision for creative models of clinical teaching; 2. Expertise in psychiatric nursing and a vision for creative models of clinical teaching; 3. Expertise in pediatric nursing; 4. Expertise in Community and Family Nursing; 5. A Graduate Nurse Practitioner. A curriculum vitae and three letters of reference should be forwarded to: Dr. Cheryl Gibson, Dean, Faculty of Nursing, University of New Brunswick, PO Box 4400, Fredericton, N.B. Canada E3B 5A3, Fax: (506) 447-3057. Deadline for application: May 15, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track faculty positions in the Faculty of Nursing commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sheila Dansen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2259; Fax: 519.973.7084; Email: diesen@uwindsor.ca. For information on the University of Windsor or on the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

OCCUPATIONAL THERAPY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Health invites applications for a limited term position (one-year) as a Clinical Lecturer/Coordinator in the School of Occupational Therapy. The successful candidate will have expertise in one of the following areas: general physical medicine, psychiatric rehabilitation and/or cognitive rehabilitation and will have a commitment to the implementation of principles of evidence-based practice. Responsibilities include teaching assigned courses, supervision of graduate students and administrative duties associated with clinical practicum and service within the School. Candidates must be Occupational Therapists qualified at the master's level and provide clear evidence of occupational therapy clinical expertise. Preference will be given to candidates who are committed to an occupation-based curriculum and client-centred practice. Rank will be commensurate with experience and qualifications. The School is progressive, with a strong commitment to the development of occupational therapy as an academic discipline with an established masters (MClSc) entry-level professional program and a well-established MSc program. Faculty interests include motor learning, cognitive development, biomechanics, psychosocial rehabilitation, ergonomics, assistive technology and professional education. We have excellent teaching and research facilities as well as clinical and community facilities to support the development of occupational therapy. The effective date of the appointment is July 1, 2003. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact number of three referees to: Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 5C1, http://www.uwo.ca/ths/. The deadline for receipt of applications is May 6, 2003. Please quote number HS 020 on all correspondence. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **DALHOUSIE UNIVERSITY** — The School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia invites applications for one 0.5 FTE limited term occupational therapist position at the Lecturer or Assistant Professor level. The contract will extend from August 1, 2003 to June 30, 2006. There is a possibility of a 100% position if additional funding becomes available. The ideal candidate for the 0.5 FTE probationary tenure track position will have a PhD completed or in progress. High level organizational and networking skills, and skills in distance teaching are essential. Consideration of applications begin on March 15, 2003 and the position is CANCELLED culum vitae, proof of occupational therapy license, and letters from three academic or professional referees to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

■ **THE UNIVERSITY OF ALBERTA** — Ranked as one of the top occupational therapy schools in Canada, the Department of Occupational Therapy at the University of Alberta is the largest in the country and is poised for continued growth. Newly allocated funding will result in further increases in program enrolment and expansion in program delivery methods. Highly productive, eager occupational therapists who have, or will be at the completion stage of a PhD degree specializing in pediatrics, psychosocial issues and/or occupational performance are invited apply. Responsibilities for these tenure track faculty positions include teaching in both the entry-level and graduate programs, and maintaining an active research profile. The Department of Occupational Therapy at the Faculty of Rehabilitation Medicine offers B.Sc. and M.Sc. degrees in Occupational Therapy and participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. The Department currently consists of twelve full time faculty members. The successful candidates will possess a doctoral degree in health sciences, social sciences or related discipline, who has a strong research background and the potential to establish an independent research program. A background in occupational therapy is preferred, but other areas will be considered. Evidence of successful grant applications will be advantageous. These competitions will remain open until suitable candidates are found. Rank and salary will be commensurate with qualifications at the assistant professor level, however, associate professor appointments will be considered for outstanding candidates. Review of applications will commence on June 15, 2003 and continue until the positions are filled. Interested applicants should send curriculum vitae and a statement of teaching and research interests to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2G4; Phone: 780-492-5991; Fax: 780-492-1626; Email: al.cook@ualberta.ca; Website: www.rehabmed.ualberta.ca/ot. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHILOSOPHIE

■ **UNIVERSITY OF ALBERTA** — La Faculté Saint-Jean de la University of Alberta sollicite des candidatures de chargé.e de cours à temps plein en philosophie. La date d'entrée en fonction sera le 1er septembre 2003, et le contrat se terminera le 30 avril 2004. Ce poste a une possibilité de renouvellement. Le salaire sera déterminé conformément à la convention collective des chargés de cours et autres employés temporaires de la University of Alberta. Les candidat.e.s devront posséder (ou être en voie d'obtenir) un doctorat en philosophie et devront faire preuve d'une expérience dans l'enseignement au niveau du premier cycle universitaire. Une excellente maîtrise de la langue française est requise. La personne embauchée sera appelée à enseigner entre autres l'introduction à la philosophie occidentale, la logique pratique, la philosophie récente de l'Europe continentale, la bioéthique, ainsi que l'histoire de la pensée politique et sociale. Les demandes seront acceptées jusqu'au 15 mai 2003 ou jusqu'à ce que le poste soit comblé. Une lettre de demande, un curriculum vitae, un dossier d'enseignement et les noms de trois répondant.e.s doivent être envoyés à: Monsieur John A. Boeglin, PhD, Vice-doyen aux affaires académiques, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne Gaboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur: (780) 465-8760. La University of Alberta encourage les candidatures de toute personne qualifiée; cependant, la priorité sera accordée aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou résident.e.s permanent.e.s répondant aux exigences du poste, nous considérerons d'autres personnes. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

PHILOSOPHY

■ **THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN** — The Department of Humanities and Languages invites applications for a nine-month position in the discipline of Philosophy, subject to budgetary approval. The successful candidate will be expected to teach undergraduate courses in logic, contemporary philosophy and the history of Western philosophy. Previous teaching experience in these areas is an asset. Applicants must hold or be near the completion of a PhD. The anticipated start date for the position is August 1, 2003. Applications will be accepted until the position is filled. Questions concerning this position may be directed to Dr. Robert Moore, Chair, Humanities & Languages at rjmoore@unbsj.ca. Applicants should submit a curriculum vitae, a statement of teaching and research interests, a list of courses previously taught and the names of three referees to: Dr. Robert MacKinnon, Dean of Arts, University of New Brunswick in Saint John, PO Box 5050, Saint John, New Brunswick, E2L 4L5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will

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McGill

Dean of the Faculty of Education

McGill University seeks outstanding candidates with demonstrated academic leadership and scholarship for the position of Dean of the Faculty of Education. The renewable five-year appointment begins July 1, 2003

The Faculty of Education is a dynamic and challenging academic community comprising four academic units offering graduate and undergraduate programs - the Department of Integrated Studies in Education, the Department of Educational and Counselling Psychology, the Department of Kinesiology and Physical Education, and the Graduate School of Library and Information Studies. Over the next five years the Faculty will be making a substantial number of tenured and tenure-track appointments.

The Dean will have the expertise and the vision necessary to lead the Faculty in its triple role of scholarship, teacher preparation, and outreach. The Dean will develop and communicate a logical and coherent plan for the Faculty which allows the Departments to achieve their potential while fostering Faculty cohesiveness. He/She will build upon the recognized strength of the Faculty at the international, national, and local levels, focus on excellence, and enhance the Faculty's research profile. The new Dean's tenure will also coincide with the University Capital campaign.

The language of instruction at McGill is English. The successful candidate will have the ability to function effectively in both English and French in order to play a leadership role in the Quebec educational community.

Nominations and applications, accompanied by a detailed curriculum vitae and the names and addresses of three referees, should be submitted in confidence to:

Dr. Luc Vinet, Provost and Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West, Room 608
Montreal, QC H3A 2T5, Canada

The review of candidates will be starting March 14 and will continue until the position is filled.

www.mcgill.com

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Doyen de la faculté des sciences de l'éducation

L'Université McGill est à la recherche de candidats exceptionnels possédant des talents avérés de dirigeant et d'érudition pour pourvoir le poste de doyen de la faculté des sciences de l'éducation. Le candidat retenu sera nommé pour un mandat de cinq ans renouvelable et entrera en fonctions le 1er juillet 2003.

La faculté des sciences de l'éducation est une faculté dynamique et stimulante qui se compose de quatre unités offrant des programmes au niveau des trois cycles (le département d'études intégrées en éducation, le département de psychologie de l'éducation et du conseiling, le département de kinésiologie et d'éducation physique et l'École supérieure de bibliothéconomie et de sciences de l'information). Au cours des cinq prochaines années, la faculté entend recruter un certain nombre de professeurs à des postes permanents ou conduisant à la permanence.

Le doyen doit avoir l'expertise et la vision nécessaires pour présider aux destinées de la faculté dans son triple rôle de recherche, de formation des enseignants et de rayonnement. Le doyen doit élaborer et transmettre un plan logique et cohérent permettant aux départements de donner toute leur mesure tout en favorisant la cohésion de la faculté. Il doit miser sur les atouts avérés de la faculté à l'échelle internationale, nationale et locale, favoriser l'excellence et stimuler les recherches au sein de la faculté. Le mandat du nouveau doyen coïncidera par ailleurs avec le lancement de la campagne de souscription de l'Université.

La langue d'enseignement à McGill est l'anglais. Le candidat retenu devra pouvoir fonctionner aussi bien en anglais qu'en français pour jouer un rôle dirigeant au sein du milieu de l'enseignement du Québec.

Les candidatures et les mises en candidature, accompagnées d'un curriculum vitae détaillé et du nom et de l'adresse de trois répondants, doivent être adressées en toute discrétion à :

M. Luc Vinet, vice-principal exécutif et aux affaires académiques
Université McGill
845, rue Sherbrooke ouest, bureau 608
Montréal (Québec) H3A 2T5, Canada

L'examen des candidatures débutera le 14 mars et se poursuivra jusqu'au pourvoi du poste.

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

Memorial
University of Newfoundland

FACULTY OF EDUCATION
Positions Available

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

The Faculty of Education, comprising approximately 800 undergraduate students, 500 graduate students, 44 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs. The Faculty invites applications in the areas listed below to commence on August 1, 2003, or shortly thereafter (subject to budgetary approval). Tenure-track appointments at the rank of Assistant Professor will be offered in the case of successful candidates with PhD completed; otherwise, a 3-year contractual appointment may be offered with possible conversion to a tenure-track appointment on completion of a doctoral degree. Successful candidates will be expected to make a strong contribution to initial teacher education and graduate education and to maintain an active program of research. For further information about the Faculty of Education, please see http://www.mun.ca/educ/.

Art Education	**Educational Administration**
Counselling Psychology	**Information Technology**
Mathematics Education	**Post-Secondary Education**
Science Education	**Technology Education**

Applications including a curriculum vitae, and the names of three referees, should be submitted to: **Dr. Alice Collins, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador A1B 3X8**; Telephone: (709) 737-8588; Fax: (709) 737-8637; e-mail: alicec@mun.ca.

The Search Committee will start examining application files on April 30th and continue the search until positions are filled.

CAREERS CARRIÈRES

be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

■ **SAINT MARY'S UNIVERSITY** invites applications for a sessional position in the Department of Philosophy. A PhD is required for this position. The Department is looking for applicants who are conducting research in the analytic tradition and who are concerned with philosophic methodology, broadly construed. Among the particular areas of interest are philosophy of science, language, and mind (or cognitive science). This position requires, among other things, teaching critical thinking at the introductory level on an ongoing basis. Applicants should submit a letter of application, curriculum vitae, a sample of written work, teaching dossier or evidence of teaching effectiveness, graduate school transcripts, and the names of three referees, and any other material they deem relevant. (The applicant should also arrange to have the referees write directly to the Department with their evaluation of the candidate.) All information should be sent to: Dr. Sheldon Wein, Head of the Search Committee for Position B, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until June 15, 2003 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. The Department offers an undergraduate degree in Philosophy as well as a Master of Arts Degree. The successful candidate will be expected to support the core philosophy program and to develop the program through the design and implementation of new courses.

PHILOSOPHY OF RELIGION

■ **THE INSTITUTE FOR CHRISTIAN STUDIES** is seeking to fill a vacancy in Philosophy of Religion effective July 1, 2004. Applicants must have a PhD in the field and must subscribe to the Christian basis of the Institute. Applicants should have teaching experience (preferably also at the graduate level) and a record of research and publications addressing the role of religion, faith and confession in relation to post-modern continental philosophy and other contemporary philosophical and theological schools. Responsibilities included graduate teaching and supervision, and a program of research and publishing. Further details are available on request. Base salary is approximately $43,000 Can. In accordance with Canadian immigration laws, this advertisement is directed first to Canadian citizens and permanent residents. Qualified candidates should, before August 1, 2003, send a letter of application, CV and names of three references to: Dr. Robert Sweetman, Academic Dean, Institute for Christian Studies, 229 College St., Toronto, ON M5T 1R4.

■ **THE INSTITUTE FOR CHRISTIAN STUDIES** is seeking to fill a vacancy in Theology effective July 1, 2004. Applicants must have a PhD in the field and must subscribe to the Christian basis of the Institute. Applicants should have teaching experience (preferably also at the graduate level) and a record of research and publications in foundational theological issues as they come to expression in the Reformed and Reformational tradition of Calvin, Kuyper, Bavinck, Berkhouwer, Berkhof and Van Til and as they can contribute to the philosophically-oriented and interdisciplinary scholarship pursued at ICS. Reponsibilities include graduate teaching and supervision, and a program of research and publishing. Further details are available on request. Base salary is approximately $43,000 Can. In accordance with Canadian immigration laws, this advertisement is directed first to Canadian citizens and permanent residents. Qualified candidates should, before August 1, 2003, send a letter of application, CV and names of three references to: Dr. Robert Sweetman, Academic Dean, Institute for Christian Studies, 229 College St., Toronto, ON M5T 1R4.

PHYSICAL THERAPY

■ **THE UNIVERSITY OF ALBERTA** — Applications are invited for the position of CHAIR of the Department of Physical Therapy at the University of Alberta. The Department offers an entry-level MPT and MSc degree program, and also participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. The Department has an outstanding research program. Faculty members are funded by national, provincial and private agencies. Individual researchers have affiliations with the Perinatal Research Centre, the Neuroscience Centre, and the Rick Hansen Centre (studies of spinal cord injured athletes). Within the Faculty of Rehabilitation Medicine, the Centre for the Study of Clinical Education conducts research and training workshops related to clinical supervision, and the Rehabilitation Research Centre is a focal point for multi-disciplinary, basic and clinical research. Close working relationships exist with the Glenrose Rehabilitation Hospital. The Faculty is located in a building, which was custom renovated for the sole use of the Faculty. Qualified candidates should be physical therapists, with a doctoral degree, who have a proven background in university administration and a demonstrated commitment to and record of scholarly activity in teaching and research. The successful candidate will be expected to lead the Department's strong academic programs, to direct strategic planning and goal-directed initiatives within the University, and to represent the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications and experience. Applications will be accepted until the position is filled. The position is available July 1, 2003, or as soon as a suitable candidate is found. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4; Phone: (780) 492-5991; Fax: (780) 492-1626; E-mail: al.cook@ualberta.ca The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent

Sociology

Tenure-Track Position, Faculty of Arts and Science

Concordia University's Department of Sociology and Anthropology invites applications for a tenure-track position in Sociology in the area of sociology of nature and the environment. We are particularly interested in researchers with additional skills in advanced methodologies and classical theories. Applicants must have a PhD in Sociology. A working knowledge of French is an asset.

Please forward a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference to:

Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
Concordia University,
1455 de Maisonneuve Blvd. West, LB 681
Montreal, Quebec, H3G 1M8

If necessary, you may also forward your application by e-mail to jourdan@vax2.concordia.ca

Review of applications will begin on May 1, 2003 and continue until the position is filled.

Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2003.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY

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www.concordia.ca

DIRECTEUR OU DIRECTRICE INSTITUT FRANÇAIS

Université de Regina

En un laps de temps remarquablement court, l'Université de Regina est parvenue à se doter d'une identité aussi impressionnante que distincte et les résultats se remarquent dans toutes les facultés. L'Institut Français est une entité en cours d'élaboration dont le but sera d'appuyer l'engagement de l'Université de Regina envers la dualité linguistique du Canada par la création d'occasions d'études de la langue et de la culture françaises et de programmes universitaires en français. L'Institut Français est un partenariat entre l'Université de Regina, la communauté fransaskoise et d'autres groupes ou personnes de langue française établis dans la Saskatchewan, des gouvernements fédéral et provincial et de membres individuels de la communauté universitaire, lesquels sont tous désireux de collaborer pour relever les défis d'une éducation postsecondaire en français dans un milieu minoritaire. La vision et le mandat de l'Institut ainsi que les activités suggérées pour les réaliser ont été définis à l'issue d'un processus consultatif auquel ont participé tous les membres du partenariat.

Le directeur fondateur ou la directrice fondatrice sera membre de l'équipe de direction de l'Université de Regina et devra construire et diriger l'Institut Français en association avec toutes les parties intéressées à l'avancement de la langue et de la culture françaises pour : assurer une présence française conviviale à l'Université de Regina ; créer des occasions d'éducation postsecondaire en français ; encourager la recherche sur des questions intéressant la francophonie ; appuyer le développement culturel et linguistique de la communauté fransaskoise.

Les personnes intéressées peuvent venir d'horizons académiques les plus divers. Le candidat ou la candidate idéale, outre un bilinguisme parfait, devra idéalement détenir un diplôme de doctorat ou posséder la qualification la plus élevée dans sa branche de spécialisation. Les candidats et candidates doivent avoir acquis de l'expérience en planification stratégique et conjointe dans une université ou dans un autre environnement complexe, doivent faire montre de prédispositions à la mise sur pied d'équipes et être reconnus personnellement et respectés comme instructeurs et chercheurs.

Toutes les personnes qualifiées peuvent poser leur candidature ; toutefois, priorité sera accordée aux personnes de nationalité canadienne et aux résidents permanents. L'Université de Regina engage sur la base du mérite dans le respect des principes d'équité en matière d'emploi. L'Université encourage toutes les personnes qualifiées à poser leur candidature.

Pour plus de renseignements sur cette occasion unique,
appelez Libby Oybikowski ou Maureen Geldart au (604) 913-7768
ou faites parvenir votre CV, une lettre d'introduction et les noms de trois personnes pouvant fournir des références à Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9. Télécopieur (604) 913-8356 ou courriel : search@provenceconsulting.com ou visitez le site www.provenceconsulting.com
Réponse sera donnée à toute personne exprimant de l'intérêt.

Provence consulting inc.

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly $100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary- please see websites.

Faculty of Fine Arts
TERM POSITION to commence July 1, 2003 at the rank of Assistant Professor in the Theatre Department. Visit: www.uregina.ca/hr/RECRUITMENT/Faculty.html. For more details about the University visit: www.uregina.ca

ONE YEAR TERM for specialist in Dramatic Criticism and Theory. Applicant should have PhD and an active record of teaching and publication.

Submit applications to:
Kathryn Laurin, Dean
Faculty of Fine Arts
University of Regina
Regina SK Canada S4S 0A2

Faculty of Kinesiology & Health Studies
TENURE-TRACK POSITION to commence July 1, 2003 at the rank of Assistant/Associate Professor in Population Health/Epidemiology. Visit www.urgina.ca/hr/RECRUITMENT/Facutly.html or for more details on the University visit www.uregina.ca

Submit applications with a statement of research and teaching capabilities, a detailed curriculum vitae, copies of transcripts, and the names an contact information for three referees to:

Dr. Craig J. Chamberlin, Dean
Faculty of Kinesiology and Health Studies
University of Regina
E-mail: craig.chamberlin@uregina.ca

UNIVERSITY OF REGINA

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www.uregina.ca/hr/RECRUITMENT/Faculty.html

CAREERS CARRIÈRES

residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a faculty position in Physics in the area of Theoretical Applied Physics/ Photon-Matter Interactions commencing as early as January 1, 2004, Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Dr. Gordon W. F. Drake, Head, Department of Physics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 5041, Fax: 519.973.7075, Email: gdrake@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dratsch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

PHYSIQUE

■ **THE UNIVERSITY OF ALBERTA** — La Faculté Saint Jean de la University of Alberta sollicite des candidatures de chaige.e de cours a temps plein en physique. La date d'entiee en fonction sera le 1er septembre 2003, et le contrat se terminera le 30 avril 2004. Le salaire sera déterminé conformément a la convention collective des charges de cours et autres employés temporaires de la University of Alberta. Les candidat.e.s devront posseder (ou etre en voie d'obtenir) un doctorat en physique et devront faire preuve d'une experience dans l'enseignement au niveau du premier cycle universitaire. Une excellente maîtrise de la langue française est requise. La personne embauchée sera appelée à enseigner entre autres les particules et les ondes; les fluides, les champs et la radiation; les ondes, l'optique et le son, la mécanique, l'introduction à la physique moderne, ainsi qu'un cours de mathématiques en algebie linéaire. Les demandes seront acceptées jusqu'au 15 mai 2003 ou jusqu'à ce que le poste sort comblé. Une lettre de demande, un curiculum vitae, un dossier d'enseignement et les noms de trois repondant.e.s doivent être envoyés à: Monsieur John A. Boeglin, PhD, Vice-doyen aux affaires académiques, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne Gaboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur : (780) 465-8760. La University of Alberta encourage les candidatures de toute personne qualifiée; cependant, la priorité sera accordée aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou resident.e.s permanent.e.s répondant aux exigences du poste, nous considéierons d'autres personnes. La University of Alberta embauche selon le mérite. Nous sommes engages au pmncipe d'équite en matiere d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapees et les membres des minorités visibles. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

POLITICAL SCIENCE

■ **ST. THOMAS UNIVERSITY** is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Political Science invites applications for an entry-level, tenure-track appointment in Canadian government and politics, to commence July 1, 2003. The successful candidate will teach the core courses in Canadian politics as well as courses on the Charter, federalism, and public policy. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Patrick Malcolmson, Chair, Political Science Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Applicants are also requested to include a brief statement of their view of the relation between political science and a liberal education. Closing date: April 15, 2003, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities. Please visit our web site at www.stu.ca.

■ **YORK UNIVERSITY** — The School of Social Sciences in the Atkinson Faculty of Liberal and Professional Studies invites applications for a three year contractually limited appointment in Political Science to begin July 1st, 2003. All York University positions are subject to budgetary approval. The School is seeking an established and senior scholar to teach in the undergraduate Political Science Program in the area of Middle East politics and the politics of globalization. The successful applicant will be expected to maintain an active program of research in these areas and to contribute to the administrative work of the School, particularly with respect to the public administration program. A completed PhD and a solid teaching and research record are requirements for the position. The School of Social Sciences has two disciplinary degree programs (Sociology and Political Science), a newly created interdisciplinary Social Science degree and a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, public policy and administration, and political economy. The deadline for applications is May 30, 2003. Applicants should send their curriculum vitae and a summary of teaching and research interests and experience with the names of three referees to Professor David Davies, Chair, Search Committee, School of Social Sciences, Atkinson Faculty of Liberal and Professional Studies, 4700 Keele Street, York University, Toronto, Ontario M3J 1P3. York University has an Affirmative Action Program with respect to its tacully and bbranch appointments. The designated groups are, women, racial/ visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Social Sciences welcomes applications from persons in these groups. The Attirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

PSYCHOLOGIE

■ **THE UNIVERSITY OF ALBERTA** — La Faculte Saint-Jean de la University of Alberta sollicite des candidatures de chaige.e de cours à temps plein en psychologie. La date d'entiee en fonction sera le 1er septembre 2003, et le contrat se terminera le 30 avril 2004. Ce poste a une possibilité de renouvellement. Le salaire sera déterminé conformément à la convention collective des chaiges de cours et autres employes temporaires de la University of Alberta. Les candidat.e.s devront posseder (ou être en voie d'obtenir) un doctorat en psychologie et devront faire preuve d'une experience dans l'enseignement au niveau du premier cycle universitaire. Une excellente maîtise de la langue française est requise. La personne embauchée sera appelée à enseigner entre autres l'introduction à la psychologie, la psychologie du developpement et de l'apprentissage, la psychologie cognitive et sociale, ainsi que la psychopathologie. Les demandes seront acceptées jusqu'au 15 mai 2003 ou jusqu'a ce que le poste soit comblé. Une lettre de demande, un curiculum vitae, un dossier d'enseignement et les noms de trois répondant.e.s doivent être envoyés à: Monsieur John A. Boeglin, PhD, Vice-doyen aux affaires academiques, Faculte Saint-Jean, University of Alberta, 8406, rue Maie-Anne Gaboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur (780) 465-8760. La University of Alberta encourage les candidatures de toute personne qualifiée, cependant, la priorité sera accordée aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou resident.e.s permanent.e.s répondant aux exigences du poste, nous considéierons d'autres personnes. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matiere d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

RECREATION & LEISURE STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in Recreation and Leisure Studies at the University of Waterloo. The successful candidate must have a PhD in Recreation and Leisue Studies or a related field, e.g., management studies, social psychology, tourism, sociology, political science. Applicants should be able to teach and conduct research in leisure policy and/or service delivery and/or recreation administration and/or other related areas of leisure studies. Demonstrated achievement in research is required. Duties involve research, teaching at both the undergraduate and graduate level, and supervising graduate students. Salary range will be commensuate with qualifications and experience. Anticipated start date is July 1st, 2003, but the position will remain open until a suitable candidate is found. The review of applications will begin on April 1st 2003 and continue until the position is filled. A curriculum vitae and three letters of reference directly from referees should be sent to Dr. Susan M. Shaw, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. Further information about the Department can be found at http://www.ahs.uwaterloo.ca/rec/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. This appointment is subject to the availability of funds.

SCIENCE POLITIQUE

■ **THE UNIVERSITY OF ALBERTA** — La Faculté Saint-Jean de la University of Alberta sollicite des candidatures pour deux postes de chargé.e de cours à temps plein en science politique/études canadiennes. La date d'entiee en fonction sera le 1er septembre 2003, et les contrats se termineront le 30 avril 2004. Les salaires seront déterminés conformement à la convention collective des charges de cours et autres employes temporaires de la University of Alberta. Les candidat.e.s devront posseder (ou être en voie d'obtenir) un doctorat en science politique, en études canadiennes ou dans un domaine connexe. Ils devront faire preuve d'une expérience dans l'enseignement au niveau du premier cycle universitaire. Une excellente maîtrise de la langue française est requise. Les personnes embauchées seront appelées à enseigner entie autres des cours portant sur le gouvernement et la politique, la politique comparee, le fédéralisme canadien, les enjeux canadiens actuels et les relations internationales. Les demandes seront acceptees jusqu'au 15 mai 2003 ou jusqu'à ce que les postes soient combles. Une lettie de demande, un curriculum vitae, un dossier d'enseignement et les noms de trois repondant.es doivent être envoyés à: Monsieur John A Boeglin, PhD, Vice-doyen aux affaires académiques, Faculté Saint-Jean, University of Alberta, 8406, rue Maiie-Anne Gaboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur: (780) 465-8760. La University of Alberta encouage les candidatures de toute personne qualifiee, cependant, la piiorite sera accordée aux citoyen.ne.s canadien.ne.s et aux resident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou resident.e.s permanent.e.s répondant aux exigences du poste, nous considéierons d'autres personnes. La University of Alberta embauche selon le mérite. Nous sommes engagés au pincipe d'équité en matiere d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels.

SOCIOLOGY

■ **WILFRID LAURIER UNIVERSITY** — The Department of Sociology and Anthropology invites applications for one or two one-year limited term positions in Sociology, at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. A PhD in Sociology and some teaching experience is preferred. The successful candidate will teach courses in quantitative methods and social statistics. An ability to teach in one or more of the following specialties will be an asset: environmental sociology, criminology and deviance, or sociology of work and occupations. Applicants should send a letter of application, full curriculum vitae, evidence of teaching ability, and names of three referees to: Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ont. N2L 3C5. The deadline for applications is April 30th, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track positions and a 3-year limited-term position in the Department of Sociology and Anthropology. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621, Email: basok@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dratsch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

SOCIOLOGY & ANTHROPOLOGY

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Sociology and Anthropology, Carleton University, wishes to make a 2-year limited term appointment at the instructor level, commensuate with experience, to begin 1 July 2003. Positions at this level focus on teaching. Preference will be given to candidates with teaching experience relevant to the Department's course offerings in Criminology and Criminal Justice. Familiarity with the development and implementation of criminal justice policy is essential. Applicants should send their curriculum vitae, copies of representative research publications or course outlines, and a summary of research and teaching objectives to: Charles C. Gordon, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, candidates should arrange to have three referees send letters of support to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning May 1, 2003.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Sociology and Anthropology, Carleton University, wishes to make a 2-year limited term appointment at the instructor level, commensuate with experience, to begin 1 July 2003. Positions at this level focus on teaching. The successful candidate is expected

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que toutes les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une declaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractere confidentiel

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year, once a month except July and August.

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CAREERS CARRIÈRES

to teach large sections of introductory Sociology courses, and second-year courses. Applicants should send their curriculum vitae, copies of representative research publications or course outlines, and a summary of research and teaching objectives to: Charles C. Gordon, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, candidates should arrange to have three references send letters of support to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning May 1, 2003.

SPANISH

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a one year definite term position at the lecturer or assistant Professor level in Spanish beginning after August 1, 2003. The successful candidate must have, or be near completion of, a PhD in Spanish. Duties will include teaching language courses at the undergraduate level. Salary range commensurate with qualifications and experience. The closing date for applications is April 30, 2003. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor M.A. Gutiérrez, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SWINE MANAGEMENT

■ **THE UNIVERSITY OF GUELPH** — The College Professor — Swine Management position will be responsible for the development and delivery of an applied research and extension program in swine production with an emphasis on environmental management. The incumbent will liaise with the industry and producers groups and with University, OMAF and AAFC colleagues to develop research directions consistent with the swine industry needs and Ontario Agricultural Services Co-ordinating Committee priorities. The position requires teaching at the diploma and certificate level within the Agriculture and Environmental Management programs at Ridgetown. This will involve the preparation and delivery of lectures, set-up and operation of labs, assessing, evaluating and documenting student performance. The successful candidate will be involved in a number of College, University and external committees as required and assigned. Candidates will possess a PhD in animal science or related science with at least one (1) year post graduate experience or the equivalent combination of education and experience; excellent knowledge of research techniques; proven oral and written skills; ability to motivate and develop a positive working environment with staff and students; working knowledge of word processing, spreadsheet, database and statistical programs is required. Normal Hiring Range: $41,329- $51,150 per annum. Applicants must forward a complete resume including three (3) letters of reference no later than May 15th, 2003 to Human Resources, University of Guelph, Guelph, Ontario, Canada, N1G 2W1, Fax: (519) 763-2780. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

TRADUCTION ET TRADUCTOLOGIE

■ **L'UNIVERSITÉ D'OTTAWA** — L'École de traduction et d'interprétation de l'Université d'Ottawa sollicite des candidatures à un poste de professeur adjoint ou agrégé à temps plein menant à la permanence. Domaine : Traduction et traductologie. Un intérêt pour les applications informatiques à la traduction (ex. : localisation, aides à la traduction) sera un atout. Tâches : Enseignement aux trois cycles, en français et/ou en anglais, selon les besoins de l'ETI. Recherche. Responsabilités administratives. Admissabilité : Doctorat ou l'équivalent et publications. Excellente connaissance du français et de l'anglais. L'expérience de l'enseignement universitaire et la connaissance d'une troisième langue seront des atouts. Une expérience professionnelle est également souhaitable. Salaire : Selon la convention collective. Date de clôture : le 1er mai 2003. Entrée en fonction : le 1er juillet 2003. Prière d'adresser la lettre de candidature, un curriculum vitae complet et à jour, un exemplaire des principales publications et le nom de trois répondants à l'attention de Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, 70, av. Launer est, bureau 401, Ottawa (Ontario) K1N 6N5. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université applique une politique d'équité en matière d'emploi et encourage fortement les hommes à présenter leur candidature.

TRANSLATION STUDIES

■ **THE UNIVERSITY OF OTTAWA** — The STI invites applications for a full-time tenure-track position, with the rank of Assistant Professor or Associate Professor. Field: Translation and Translation Studies. A special interest in computer applications to translation (e.g. localization, translation tools) would be an asset. Tasks: The successful applicant will be required to teach at both graduate and undergraduate levels in English and/or in French, according to the needs of the School. The applicant will be expected to carry out research and participate in administrative duties. Minimum qualifications: Doctorate or equivalent and publications. Excellent command of French and English. Experience in university teaching and the knowledge of a third language are definite advantages. Professional experience would also be desirable. Salary: In accordance with the collective agreement. Deadline for applications: May 1, 2003. Starting Date: July 1, 2003. Letters of application, accompanied by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, Box 450, Station A, Ottawa ON, K1N 6N5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men.

WOMEN'S STUDIES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Centre for Women's Studies and Feminist Research, The University of Western Ontario, (http://www.uwo.ca/womens/) invites applications for a Limited Term appointment of up to three years at the rank of Assistant Professor (Ph.D. completed) or Lecturer, to begin 1 July 2003. Experience and promise in teaching and research in Women's Studies are minimum qualifications. Candidates should be familiar with interdisciplinary studies. Experience with academic counselling would be an asset. Since the position will involve extensive networking with other academic units, excellent interpersonal skills required. The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to Dr. Alison M. Lee, Director, Centre for Women's Studies and Feminist Research, The University of Western Ontario, London, Ontario N6A 3K7, Canada. Applications must be received by 15 May 2003.

ACCOMMODATIONS

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■ **FIRENZE/ITALY** — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks), Euro 900.00 + util; weekly 480.00 (two people) all incl. Spezzotti, Ph + 39-055-245-739, Fx +39-055-247-8266, e-mail: cunsti@tiscali.it.

■ **SOUTHERN FRANCE, PROVENCE** — Villa For Rent. Sept. 1, 2003 to May 31, 2004. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or sbeckett@spartan.ac.brocku.ca.

■ **FRANCE, Lyon** — Furnished 3 bedroom house. Minutes to public transportation. Available from April/03, 1 month minimum. www.bbtoronto.com/lyon.

■ **OTTAWA** — Fully-furnished house on quiet street in Glebe neighbourhood for rent: 2 bedrooms + bright study. Walk to universities and Downtown; transit nearby (direct bus to Carleton). Parking, 5-appliances, deck/BBQ. Non-smoking, kids welcome. Sept 2003 - Aug. 2004, flexible. $1500/mo + utilities. Michael Vickers, email: gleberental@yahoo.com, http://geocities.com/gleberental/

■ **MONTREAL** — One bedroom condo, fully furnished, quarter latin, close to two universities. $1 000 per month + garage. email. mimartin@ccs.carleton.ca.

Canada Research Chairs

Concordia University's Faculty of Engineering and Computer Science is seeking outstanding applicants for its allocation of Canada Research Chairs (Tier I and Tier II).

In the last five years, the Faculty has attained a reputation as one of Canada's leading engineering and computer science schools, offering innovative programs, first-class faculty and research opportunities, and state-of-the-art teaching and learning facilities.

On the cutting-edge of innovation, the Faculty places strong emphasis on teaching, fundamental and applied research and interdisciplinary research partnerships, as well, possesses strong ties to local and national industrial collaborators. Academically, being competitive and industry-oriented, the engineering and computer science programs feature a Co-op option, which provides students with invaluable work experience while completing their degrees.

Comprised of 131 faculty members and 112 support staff, the Faculty has seen tremendous increase in undergraduate and graduate enrollment, research funding, as well as faculty member appointments. To accommodate this expansion, the Faculty will be moving to a new Integrated Engineering, Computer Science and Fine Arts Complex in September 2004.

The allocation of Canada Research Chairs will be in the following areas:

Advanced Manufacturing Technology
Advanced machining and metal cutting technology using CAD/CAM, aerospace design and manufacturing, manufacturing using composite materials, non-conventional machining and manufacturing processes used in micro-mechatronic systems, and industrial engineering considerations such as manufacturing systems analysis, design, optimization, management and human factors.

Transportations Systems
Vehicle dynamics, safety, subsystems analysis, ergonomics, use of advanced materials in transportation systems (including aerospace systems), computational fluid-structure interactions, aerospace and vehicle control systems, intelligent transportation systems, fuzzy logic and intelligent adaptive systems and robotics.

Rehabilitation of Civil Infrastructure Systems
Rehabilitation and underpinning of concrete structures, embracing experimental and analytical work; development and utilization of fiber composite materials, deterioration models, automated inspection and rehabilitation technologies.

Environmental Engineering
Leading-edge research and design in advanced wastewater treatment, biosolids and waste management with long-term experience in the application of sustainable development to building and civil engineering systems.

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Broadband satellite communications, particularly research in architecture, protocols, communication networks processing and compression of data, voice, audio and video signals, and low-power implementation for satellite communication systems.

Low-power VLSI Circuits
Further enhance research efforts in the low-power design and implementation of VLSI circuits, high-performance interconnects, integrated sensors, system-on-chip architectures and nanotechnology for multimedia telecommunication, and biomedical applications.

Bioinformatics
Development, implementation and optimization of genomic algorithms.

Databases
Analysis and design of databases and integrated information resources.

Artificial Intelligence
Machine learning, web intelligence, knowledge acquisition, and computational linguistics.

Applicants must have a PhD in engineering, an excellent research record, and must demonstrate their capacity to collaborate with other faculty, and facilitate the creation of interdisciplinary initiatives and a team-oriented working environment. They would be expected to attract significant external research funding from agencies, foundations, and other resources.

The Government of Canada funds the Canada Research Chairs Program to promote world-class research in Canadian universities. Details about the federal government's CRC program, as well as the Chair selection criteria can be found at www.chairs.gc.ca.

The Canada Research Chair applications, including a CV, a record of relevant research and publications, a statement of research objectives, a research plan (a seven-year plan for Tier I or five-year plan for Tier II) and names, addresses, and current contact information of five referees, may be sent to:

Dean, Faculty of Engineering and Computer Science
Concordia University
1455 de Maisonneuve Blvd. West, LB-1001
Montreal, Quebec, H3G 1M8

Review of applications will continue until suitable candidates have been identified. These positions are subject to the terms and conditions of the Canada Research Chairs Program, and are contingent upon their approval.

For more information on the Faculty, visit: **www.encs.concordia.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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Canada Millennium Scholarship Foundation Research is Seriously Flawed

By DALE KIRBY

THE Canada Millennium Scholarship Foundation was established by an Act of Parliament in June of 1998 with a mandate to manage and allocate, through scholarships and bursaries, a $2.5 billion endowment from the Government of Canada. A nonprofit organization, the scholarship foundation is overseen by a government-appointed board of directors. In January 2001, the scholarship foundation announced that it was establishing a program of research, intended in part to determine the role played by money, or lack thereof, in students' decisions to undertake studies at the post-secondary level. The scholarship foundation subsequently released a document outlining the directions and major themes for this research program (Canada Millennium Scholarship Foundation, 2001). The choice of title for the scholarship foundation's research profile, *Does money matter?: The research program of the Canada Millennium Scholarship Foundation*, is interesting in terms of the durability of the debate regarding access to post-secondary learning opportunities in Canada. More than 20 years prior to the aforementioned announcement from the national scholarship foundation, a similarly titled report, *Does money matter?: Prospects for higher education in Ontario*, was published by Porter, Porter and Blishen (1979). Like the scholarship foundation, the authors of this study on post-secondary accessibility in Ontario noted that:

"University education is expensive, both because of the earnings a student must forego in order to attend and because of the actual costs of tuition fees, books and living. Therefore, if students from lower-income families are less likely to aspire to or expect to go to university than children from higher-income families, it seems reasonable to conclude that cost must be a factor." (p. 31)

Indeed the cost impediment that exists for some Canadian youth, who would otherwise participate in post-secondary study, has long received the attention of public policy makers. Since the end of the1930s there has continuously been some type of direct governmental involvement in funding post-secondary education. As might be anticipated, this assistance has taken many forms over time. There is a general agreement that the purpose of student financial aid is to provide support to those individuals who, as a direct result of the heavy financial commitment that is required, would not have been likely to have the opportunity to participate in post-secondary education. The existence of government-sponsored student financial assistance programs, at the federal and provincial levels, indicates there is a public interest in ensuring that all qualified Canadians are able to access post-secondary education, regardless of their socioeconomic background.

GENERALLY, government-sponsored student aid has been directed towards enhancing college and university accessibility by providing grants, guaranteed loans, or both, and more recently, helping students manage increased student loan debt. Regrettably, as noted by the Millennium Scholarship Foundation, there have been relatively few empirical studies of post-secondary students' experiences with the need-based financial aid system in Canada (Looker & Lowe, 2001). In one Canadian study, Gilbert and Auger (1988) found that government student loan programs enhance public participation in post-secondary education and that a lack of financial resources appeared related to students' premature departure from their studies. Likewise, a number of American studies have found that financial aid strategies have a substantial influence on enrollment decisions, that student financial aid is positively associated with student persistence, and that in some cases student loans promote persistence (St. John, Kirshstein & Noell, 1991; Somers & St. John, 1993; Volkwein, Szelest, Cabrera & Napierski-Pranel, 1998). Some of the trends in Canadian student borrowing are a cause for public concern. The available data shows that there have been substantial increases in the amount borrowed by students, with the amount borrowed increasing each year. This has been accompanied by a rise in debt burdens over time as observed from debt-to-earnings ratios. There have been steady increases in the proportion of borrowers who experience repayment difficulties. In addition, there is increasing evidence that students from lower socioeconomic backgrounds are more likely to borrow and subsequently face high debt loads (Bourgoin, 1995; Clarke, 1998; Finnie & Garneau, 1996; Plager & Chen, 1999).

The decision to study at the post-secondary level results from a complex interplay of a number of variables. While no single combination of variables has been shown to account for all of the variance observed in research into student choice and participation, factors such as socioeconomic status and rural/urban background are very important in the decision-making process. These factors are also highly useful in the examination of various student behaviours at the college and university level (e.g., financial behaviour, attrition/persistence). Bourdieu (1986, 1977) accounts for the differences in post-secondary participation behaviours between youths of differing socioeconomic backgrounds using the theory of cultural capital. Cultural capital consists of the knowledge, preferences and attitudes of the predominant cultural sensitivities possessed by individuals from middle- and upper-level socioeconomic backgrounds. Generally, cultural capital is conveyed from parents to children, includes the preferences for achieving an education beyond the level of secondary school, and enables families from middle- and upper-level socioeconomic backgrounds to maintain their status from one generation to the next (McDonough, 1997). In essence, one's financial prosperity is strongly connected to a positive predisposition toward post-secondary education. Those students possessing the greatest quantities of cultural capital come from the higher socioeconomic classes and are more likely to succeed educationally.

A RECENT REPORT from Statistics Canada indicates that young people from higher-income families were 2.5 times as likely as those from lower-income families to have participated in university-level education (Statistics Canada, 2001). The study also found that young people between the ages of 18 and 21 who came from low-income backgrounds were less likely to have enrolled in any form of post-secondary study and that this participation gap was particularly pronounced for university-level studies. In light of the release of this report, it was with much surprise that, in a January 2002 press release, the Canada Millennium Scholarship Foundation announced that "Canada must move beyond student financial assistance" because "new Canada Millennium Scholarship Foundation research" indicated that "three out of four Canadian youth cite non-financial reasons to explain why they chose not to pursue post-secondary studies" (Canada Millennium Scholarship Foundation, 2002). With closer investigation it is obvious that the foundation's "new" research is indeed not entirely new. In fact, the foundation's conclusion that over three-quarters of the Canadian youth who choose not to participate in post-secondary education choose not to do so for non-monetary reasons is based on an analysis of data collected in 1991 for Statistics Canada's School Leavers Survey (Foley, 2001). There are two significant problems with the scholarship foundation's analysis and representation of this data.

The first problem with the scholarship foundation's interpretation of the 1991 School Leavers Survey data relates to the purpose and methodology of the original study from which the data was extracted. The School Leavers Survey was designed and conducted in order to estimate the numbers of high school non-completions and to identify any circumstances associated with dropping out of high school. This survey was not designed or intended to be used to investigate reasons why students choose not to attend post-secondary level education. In keeping with this, the School Leavers Survey included just one questionnaire item, out of several hundred, related to the question of post-secondary choice. The question was, "We are interested in knowing why you did not continue to university, college, or CEGEP. What was the most important reason?" The possible responses were:

- Did not have enough money to continue;
- Wanted to raise a family;
- Had no interest in pursuing further education;
- Had a good job;
- Marks too low;
- Couldn't decide what to do;
- No program of interest was offered close to home;
- Wanted to take some time off from studying;
- Other reason; and
- Don't know.

As Foley (2001) indicated in a study commissioned by the scholarship foundation, 77 per cent of those who participated in the School Leavers Survey chose an answer other than the first one, the only explicitly financial reason available from the list of responses. As indicated earlier in this article, the post-secondary choice process is complex and involves multiple intervening variables (Hossler, Schmit & Vesper, 1999; McDonough, 1997). The School Leavers Survey was not intended to investigate post-secondary choice or any financial matters related to this decision-making process. It is therefore imprecise and misleading for the responses to this single questionnaire item to be touted as evidence that "Canada must move beyond student financial assistance" because "three out of four Canadian youth cite non-financial reasons to explain why they chose not to pursue post-secondary studies."

A second significant problem with the scholarship foundation's portrayal of School Leavers Survey data relates to the age of the data itself. The School Leavers Survey data was collected in 1991. In terms of its contribution to the current debate about post-secondary accessibility, Foley's (2001) analysis of this data hardly constitutes "new research" as was claimed by the scholarship foundation. Like the study by Porter, Porter and Blishen (1979), the data collected for the School Leavers Survey could provide some historical perspective, had it been intended for an examination of the process of post-secondary choice. However, the 11-year-old data from the School Leavers Survey provides little or no information about the challenges faced by today's post-secondary bound youth, particularly since both the cost and options for financing post-secondary education are much different today than in the early 1990s. For example, since the mid-1990s post-secondary tuition has increased significantly in most of the Canadian provinces, federal and provincial student loan programs have undergone substantial revisions, and post-secondary student debt is much higher. Continuing on to college or university today is much different, at least in financial terms, than it was in 1991.

CLEARLY, THERE are problems with the manner in which the Canada Millennium Scholarship Foundation has interpreted and reported on the results of Foley's (2001) reexamination of the 1991 School Leavers Survey. The declaration that "Canada must move beyond student financial assistance" is not justified by the claim that 'three out of four Canadian youth cite non-financial reasons to explain why they chose not to pursue post-secondary studies." Even if the scholarship foundation had pronounced that "11 years ago in 1991 three out of four Canadian youth cited non-financial reasons ...," there would still be problems with the conclusions drawn from the data, given the original purpose and methodology of the School Leavers Survey. More concerning is that the intended audience of the press release issued by the Canada Millennium Scholarship Foundation would include the mainstream media rather than being limited to a more research savvy academic community. While it is assumed that the audiences of academic publications are comprised of experienced consumers of research, the general public and the mainstream media are not, in many cases, adept critics of statistics and research methodologies. For this reason,

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